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Reviewing the facts on farm manpower

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"The lion's share of the planning and action will have to be done at the community level by local groups of farmers, making the most of all available manpower resources in their own communities," decides Dr. Taeuber after surveying the labor situation in relation to the increased production goals.

Increasing production without any increase in the number of workers is the task which confronted American agriculture during the crop season just drawing to a close. Although production this year is approximately 13 percent greater than last year, the number of workers on farms at the peak of the season this year was approximately the same as a year ago. The mere statement that there were approximately 12 million workers on farms at the beginning of October 1941 and the same number at the beginning of October 1942, or that the same is true for the first of July in both years, is to tell only a part of the story. During the year there were many losses and these losses were especially heavy in the most vigorous groups of the farm working force, men between the ages of 18 and 45. These losses have been offset in the main by the greater use of older men, women, high school age boys and girls, and some younger children. In part they have been offset by longer work days and by more nearly full-time employment of those persons who normally are employed part time.

A recent survey made by the Department of Agriculture found that, between September 1941 and September 1942, agriculture had experienced a gross loss of about 1.6 million of its regular workers—members of farmers' families and regular hired workers. Nonfarm employment claimed the majority of these persons; 921,000 of them took on a nonfarm job, although 224,000 of these continued to live on a farm. The armed forces were reported to have drawn about 700,000 of these persons, but this figure may include some persons who went into the armed forces during a longer period than the 12-months specified. It does include persons who left farms to take non-farm jobs and subsequently joined the armed forces; persons who would have been lost to the farm labor force, even if they had not become members of the armed forces. For the men 18-45 years old, there was a net loss of half a million, but the other groups working on farms increased by almost as many.

During the past crop year there were reports of labor shortages from many parts of the country. Increases in production, the attempt to grow crops on land that would not normally have been planted to such crops, the cultivation of some crops or varieties of

crops by growers who had little experience in their production, the favorable weather, shortages of machinery in some areas, lack of processing and transportation facilities; all contributed to the tight labor situation.

In addition, many farmers, like other employers, found that the reservoir of available workers on which they had come to count during the depression years, was no longer available. It was necessary to use persons who ordinarily would not have been used.

Furthermore, the fact that many of the more efficient workers were lost to agriculture meant that it was necessary to work more hours per day and per week, that short-cut methods were developed, that some maintenance operations and some nonessential operations were eliminated, harvesting seasons were lengthened, and many other means were used to meet the critical situation.

The Federal Government developed a program for the transportation of seasonal workers to some critical spots, and for the importation of some Mexican workers, especially for the harvesting of the long staple cotton and sugar beets. However important the efforts of the Federal Government were in some of the areas which cannot meet their labor needs from local sources, the major adjustments were those which were worked out at the local level, based on the resources of the individual farm and the local community.

Members of farm families—men, women, boys, and girls—have had to take the place of hired workers, and also of sons who found employment elsewhere or were taken into the armed forces. Even at the peak of 1942 employment, in October, the figures show that about three-fourths of all workers were farm operators or members of their families.

Many communities found themselves with only a part of the labor force which they considered as necessary for their operations, and found that in their midst there were sufficient other workers to meet the emergency. But the successful recruitment of high school boys and girls for some operations, or the effective use of businessmen, women, factory workers, or other groups of volunteers did not just happen. Where such ventures were successful, they were the result of careful planning and organization, marshaling the local leadership and working out

arrangements so that when the volunteers turned up there was really work enough to keep them busy, that the wages were commensurate with the requirements, that there was adequate housing or transportation, and that unskilled workers were taught the necessary skills. Moreover, training and supervision of the workers, where they could work in groups, was an important element.

For the large majority of farmers in most of the farming sections in the country, much of the answer to the labor problem must be sought at home, through the fullest possible utilization of the labor and machinery in their own communities and the immediately adjoining areas. As more and more labor is drawn off into war industries and the armed forces, it will become more and more difficult to attract workers from a distance into an area which can provide only a very short period of employment, for a small number of workers.

Using the Underemployed

A complete inventory of the manpower now engaged in agriculture or available for agriculture would reveal a highly varied picture. In the more productive areas there are many farmers who need additional help, because the competition with industrial employment and the armed forces has reduced the available supply of skilled workers. But in the less productive parts of the country, despite heavy outmigration in recent years, there are still many farm workers who are under-employed, farm families who do not have the land or the capital resources to make the contributions to production of which they are capable. And in many of the more productive counties there are such families, even at the present time.

Labor shortages and a large volume of underemployment in agriculture are both true in agriculture today. And in many areas the two groups of farm families live side by side. Wisconsin has found a way of helping families in the cut-over areas to give up their farming on submarginal lands and make their efforts count for more in the more productive dairy areas. Many farm families who have been struggling along on inadequate units are ready to go to places where their labor can be more productively used, even as farm laborers. And some who will stay in the poorer areas could, with some assistance, increase their output right where they are.

If we are going to get the production which will be needed, we shall need to use effectively all the manpower now in agriculture. That will require careful planning and effective and rapid action. The lion's share of the planning and action will have to be done at the community level by local groups of farmers, making the most of all available manpower resources in their own communities and when all of those are effectively at work, calling on the appropriate public agencies for help in getting the additional workers who may be needed.

Where is the help coming from?

New goals call for greater production. Many farmers ask, "Where is the help coming from?" Secretary Wickard says "Without question the most difficult problem for next year is having enough people to carry on the necessary production." With these war needs in mind, some experiences of the past season in mobilizing city youth for work on farms in Vermont and Maryland are reviewed here.

Vermont's volunteer land corps

■ Well-known and well-organized effort to relieve the labor shortage by mobilizing youth in the city was called the Volunteer Land Corps, initiated by Dorothy Thompson, columnist. The Land Corps recruited 626 boys and girls from city high schools and placed them on farms in Vermont and New Hampshire. They lived and worked on individual farms—for the most part, on general dairy farms. Eighty percent of them worked throughout the season of 2 or 3 months. A few have remained to work all year.

Most recruits came from New York, where a land-corps meeting was held in one school in each borough. Notwithstanding all manners of probable hardships described, the response to join the corps was so great that a limit of 12 was fixed as the maximum number which would be accepted from any one school. Boys had to be at least 16 years of age, girls at least 18, with a signed statement from their physician as to their capability of performing hard physical labor. Each candidate also had to have the consent of parents or guardians.

An effort was made through interviews and letters of reference to choose reliable, conscientious young people with stamina and emotional stability who could best adapt themselves to new conditions of living.

The Land Corps worked closely with the United States Employment Service, the Extension Service, and farm organizations in placing young people and helping them to adjust to their new environments.

These young people received \$21 a month and board and room. Some who did exceptionally well were paid wage increases; however, the whole effort was not put on a financial basis but, rather, was an appeal to idealism.

On completion of the summer's work, the whole project was reported and a careful study made of methods and results. Experience during the summer showed that better methods of selection would have been helpful. A city 4-H Club could do much to weed out the temperamentally unsuitable and give some pre-training to the remainder.

Success is measured in part by the satisfaction of farmers employing land-corps recruits. They report that the effort to teach young folks was worth the trouble and that the young folks did help in farm production. Most of them indicated their willingness to employ another volunteer next summer.

Wishing to expand the work of the Volunteer Land Corps, Miss Thompson presented the report of the season's work to Secretary Wickard, Director Wilson, and the extension staff in Washington and, later, to the directors of extension attending the Land-Grant College Association meeting in Chicago. A Department committee was appointed to study the situation under the chairmanship of Director Wilson, including O. E. Mulliken, OAWR; James S. Heizer, FSA; J. W. Coddington, ACAA; and P. A. Thompson of the Forest Service. The Association of Land-Grant Colleges endorsed the movement after careful consideration, and Director I. O. Schaub, of North Carolina, and Director L. A. Bevan, of New Jersey, were appointed to formulate plans for organization on a national basis.

Miss Thompson has felt that the Extension Service should take over the Land Corps. In her syndicated column she said: "There is an

already established agency of Government with long and deep experience which could take over this problem and solve it in a great, constructive way. To my mind, and after intimate experience with the problem last summer, there is only one such Federal agency. That is the Extension Service of the Agriculture Department."

The plan suggested by the committee of directors called for county agents or farmers appearing before school groups to tell about the situation on farms, and for the county agents to assist in pretraining the young folk in such ways as tours to farms during the winter months, and interpreting through pamphlets the conditions under which the recruits would work. These pamphlets could be distributed to the young folk. The Extension Service could set up county farm committees which would cooperate in selecting the actual farms where young people would be placed, and share in the supervision, making frequent personal visits to the Land Corps workers and in helping them to find a place in the local community life, introducing them to 4-H Clubs, youth organizations, and local farm organizations.

The report on the Volunteer Land Corps for the summer of 1942 lists these indispensable essentials to the program: Adequate supervision by a qualified and competent staff; community group activities that stimulate an esprit de corps both for the group and for work in the national service, and healthy recreation.

City high school boys work on Maryland farms

■ Two plans for training and utilizing city high school boys for labor on farms were tried in Maryland during the past season.

The first plan dealt with boys from high schools in Baltimore City. In carrying through the project there was close cooperation between the Extension Service, the State farm organizations, the school officials in Baltimore, and the McDonogh School, a private institution situated 15 miles from Baltimore.

It was recognized in the beginning that three distinct steps were involved—enrolling the boys, training them, and placing them on farms.

All high schools in Baltimore were visited and the proposition explained to the boys, and they were offered an opportunity to enroll.

The plan provided that, beginning on April 4, the boys would be transported by bus to the McDonogh School each Saturday, from the end of the streetcar lines, until the close of the high-school year in June, that they would be given training without cost, and a job on a farm at the end of the period.

The McDonogh School afforded ideal facilities and personnel for the training. On its

800-acre farm were herds and flocks, machinery and equipment, and the kinds of crops found on the majority of farms. The headmaster of the school and his staff were thoroughly experienced in training and dealing with boys.

A few more than 400 boys started the training. They were divided into groups of 10, with an instructor for each group and put to work at the tasks that must be performed on farms. Included were such tasks as cleaning dairy barns, brushing the cows, whitewashing fences and the interior of buildings, pitching hay, harnessing and driving horses, operating tractors, and other similar tasks that are not familiar to city boys, but are an essential part of farm operation.

At the end of the training period 335 boys were considered available for jobs on farms. Some of those who started had made other arrangements, and some were not considered by their instructors as likely to be successful at farm work.

County extension agents in the five counties nearest to Baltimore were asked to receive applications from farmers who desired one or more of the boys for work on their farms.

Reports from county agents in the counties where the boys were placed are unanimous in the opinion that the project was a success and should be repeated and enlarged next year. No doubt, some modifications in procedure will appear wise after the experience this year is more completely known.

The plan for training boys from high schools in Washington, D. C., and placing them on Maryland farms followed an entirely different pattern.

Farm leaders in Montgomery County, which is adjacent to the District of Columbia, began to seek sources of the needed farm labor. Officers of the Farm Bureau, the county extension agent, and the county superintendent of schools devised a plan for giving boys in Washington high schools some preliminary training and making them available for work on farms. Instead of one or more boys being placed on a farm for the summer or a given period, the boys were to be quartered at four high schools within the county, with a supervisor for each group. Any farmer desiring help could make application to the supervisor of the group at his nearest school for the number of boys desired. They would be transported to his farm and returned to the school by bus. The high schools would provide dormitory space and morning and evening meals, when desired.

Only three Saturdays were available for training before the end of the school year. There being no place especially adapted for

the training, the boys were divided into groups of 25, each with an instructor, and sent to farms where they could be given practice in various kinds of farm tasks.

It was necessary to provide a supervisor for each of the four schools where the boys were quartered. Teachers of vocational agriculture were obtained for these jobs. It was necessary also to have drivers for the four busses that transported the boys to and from work, and a cook for each school. A budget of the probable expense was prepared by the county agent, the county superintendent of schools, and farm leaders, which was presented to the board of county commissioners, with a request that necessary funds be appropriated as a war measure. The county commissioners provided the funds.

In this plan, each boy was paid by the farmers for whom he worked at the rate of 25 cents an hour and his noon meal. He was provided his morning and evening meals and his meals on rainy days, or other days when he did not work, at a nominal cost by the cafeteria in the school where he was quartered.

The maximum number of boys on the job at one time was 126 and the minimum 68. Approximately 100 boys were at farm work for 10 weeks. Reports from farmers as to their satisfaction with the work and the plan are favorable, and the leaders in the project are making plans for repeating it on a larger scale next year.

Baltimore City high-school boys get a little practice Saturday afternoon in the garden of the McDonogh School.



None too young to help in Missouri

The all-out efforts of Missouri farm youngsters in food production, scrap collecting, bond sales, and other important war work look bad for the Axis, as shown by reports taken at random over the State. Instances of youthful stamina and industry cited here are typical of responses of farm boys and girls to war needs.

The three Clizer boys, sons of Mr. and Mrs. Kenneth Clizer of Andrew County, have contributed to Uncle Sam's food storehouse with their 4-H Club projects this year, and at the same time have had a good time, according to County Extension Agent Paul Doll. Altogether, they have produced 5,490 pounds of pork, 1,900 pounds of beef, 625 pounds of broilers, 840 pounds of vegetables, and 60 bushels of corn.

Herbert, 13 years old, raised the champion ship ton litter of 15 pigs entered at the interstate baby-beef and pig-club show at St. Joseph—a litter weighing 3,370 pounds. He had a baby beef which weighed 1,000 pounds, and he also produced several hundred pounds of vegetables.

Herman, 12 years old, raised a litter of eight hogs that weighed 2,120 pounds and a calf that weighed 900 pounds. He also raised 625 pounds of poultry, and to help in the feeding of his projects he produced 60 bushels of corn from 1 acre of his father's farm.

Ten-year-old Harold had a garden project of tomatoes, from which 480 pounds were used on the family table or canned. Mrs. Kenneth Clizer is leader of the 4-H Club of which the boys are members.

The 4-H Victory Garden of Bobby, Hayden, and Harold Kennen means a lot to the Henry Kennen family in Wayne County. Bobby had a potato project this year from which he harvested 75 bushels of potatoes. He will store enough for family use and sell the remainder. Hayden's tomato project has provided the family with fresh tomatoes since June 17. He sold 10 bushels from his early plants, and the family expected to can at least 200 quarts from the late patch. Harold raised 23 bushels of green beans from which 125 quarts were canned, in addition to all the fresh beans needed.

Eleven-year-old Doris Hershey of the Jones

Creek 4-H Club in Newton County has demonstrated how even young farm children are helping with food production and conservation and other important war work. In addition to completing her 3 club projects, she helped her mother to can 600 quarts of fruit, vegetables, and meat. With her 9-year-old brother, Kenneth, Doris collected and sold more than 3,000 pounds of scrap iron, 175 pounds of rubber, and some rags and paper. The children worked in the hayfield this summer and assisted in growing a Victory Garden of 22 kinds of vegetables. This fall, the children have collected and sold walnuts for war purposes.

Members of the Coldwater rural youth group in St. Louis County are demonstrating the many ways in which rural young people can be of service on the home front. Thirty of the members, working on farms or in defense industries, are using 10 percent of their incomes for the purchase of war bonds and stamps. Several have boosted this percentage to more than 25 percent, and every member is buying some bonds and stamps. At a rally recently, the group sold \$1,100 worth of bonds and stamps in one evening.

The group recently began using the plan whereby a member of the organization writes to all the boys from the community now in the armed forces at least 1 day in the month. By this method, the boys get regular daily news from the club members at home. At each club meeting the members bring gifts which are all put together and sent to one boy in the service. In this way the boys are remembered regularly.

Although Mary Faith Berghaus of St. Francois County is only 9 years old, she drove the tractor this summer on her family's 125-acre farm. The father, Roy Berghaus, serves his country as a first-class seaman with the Pacific Fleet while Mrs. Berghaus and her 3 young daughters who are under 10 years of age carry on the farm work. During the summer, they tended 10 head of cattle, 7 hogs, a big family garden, and the poultry flock. Their work also included preparing the ground and seeding 15 acres of oats, 15 acres of Sudan grass, and the harvesting of 30 acres of hay. Outside help was employed only 1½ days.

Some methods used to bring in the 1942 harvest

Children help

Several thousand New York school children were released for not more than 15 days of farm work. Exact numbers are not available, but the number is probably more than double the 19,000 released in the fall of 1941. Many worked on their parents' farms; others were from villages and cities, and worked wherever they were needed. Losses of fruits and vegetables because of labor shortage were extremely small in New York, according to T. N. Hurd, specialist in agricultural economics and farm management.

Working with the United States Employment Service, the Student Service Commission, and vocational agriculture teachers, between 400 and 500 high-school students in New Jersey were placed on farms to relieve peak labor-load shortages.

College students released

South Dakota State College students 1,200 strong, both boys and girls, scattered over the State during a 2-week recess from classes in October to work on farms. Most of the students went back to the home farm to help, but those who lived in towns or cities obtained farm jobs through the United States Employment Service.

Students of the University of Pennsylvania with the sanction of school authorities and cooperation of the Farm Placement Service organized a land army of their own to go out on Saturdays and Sundays and help farmers to harvest their crops. They were allowed partial "gym" credits for the work.

All resources utilized

High school and junior high school students, topped and harvested sugar beets in many of the sugar-beet areas of the State of Montana, working shoulder to shoulder with 740 young men from the Montana State College and available crews of Japanese, Mexican, Negro, and Indian workers. The organization and managing of many of the volunteer crews, which also included many adults, was largely handled by Extension workers, cooperating with school authorities, Employment Service officials, and civic representatives.

Texans registered school children for farm work in 97 of their 109 counties, women in 58 counties, and in 40 counties employed most of the townspeople during harvest peaks.

Cotton-picking day

To keep up with wartime demands for cotton, cotton-picking days have been held in north Georgia counties. Active in sponsoring these days have been Victory Volunteers, or farm men and women neighborhood leaders.

Getting in Wyoming sugar beets

After 2 weeks' work, the L. A. K. ranch, 5 miles east of Newcastle, Wyo., still had 180 acres of sugar beets left to harvest of the original 215 acres.

No additional beet workers were available. The situation was serious, especially in this area where early freezes and snow are the rule rather than the exception.

H. G. Berthelson, county agricultural agent in Weston County, took immediate steps to improve the situation. The Newcastle Lions Club responded to the county agent's call; and more than 20 members, including men from all walks of life, descended upon the beet field, pulling and topping with vigor unheard of. With the members divided into teams, a contest was in full sway, the losers to furnish a "feed" and an evening's entertainment to the winners.

Other townspeople were stirred by this patriotic effort, and offered assistance in the beet fields.

School children, both boys and girls, also assisted. Money they received is being used to pay class dues and build up activity funds.

In Big Horn County, Wyo., the businessmen of Lovell kept their stores closed until 1 p. m. to allow all available men to go into the fields and help with the beet digging. Two other towns of Basin and Greybull closed the business places for two half days a week. The high school closed, and 200 boys and girls gave a good account of their work in the beet fields. A sugar company estimated that the value of the beet crop on those farms where no labor was available was more than \$400,000 for the beets alone.

In this venture, as well as during the harvest season, the county agent has taken the lead in the procurement and distribution of workers.

FARM MOBILIZATION DAY—January 12— touches off the great wartime food-production campaign of 1943. The United Nations' strategy calls for food as a weapon to build ever-increasing power against the enemy. The food supply is being planned just as the munitions supply is being planned. The planning of the year's production goals started with the deliberations of the Combined Food Board of the United States and the United Kingdom. The needs have been charted. Resources are now being mobilized.

On the labor front

North Dakota neighborhood leaders served as key representatives in bringing to every farm information on the labor situation and measures being taken to help. They also obtained data on the farmer's labor needs to guide the labor program. In cooperation with the United States Employment Service, information was given on locating and distributing workers, and how to get the maximum use of equipment and facilities. Extension agents helped to organize volunteer labor crews in towns for work on farms.

Minnesota neighborhood leaders made a survey of production trends in their own neighborhoods and reported by name farms that were likely to be idle or curtailed in production next spring. The survey was tabulated at University Farm.

TO UTILIZE LARGE NUMBERS OF NON-FARM YOUTH on farms next summer, a plan is under consideration, based on the experiences of the Land Corps and other organizations during the past season, which calls for cooperation of the Extension Service, Office of Education, and the United States Employment Service. Extension responsibility would include helping to select the farms, to supervise the workers, and helping on other matters relating to the farmer-worker relationship.

1943 labor plans

In consultation with the Director of Federal Employment Service for Oregon, the Oregon Extension Service has planned a 1943 labor service which includes a county farm labor subcommittee of the county agricultural planning committee in each county. Data will be submitted by county agents on acreage, volume of production for various crops, and seasonal reports on time of harvest. Such data will be compiled to gage farm labor requirements. Agents will carry on general educational work in the farm labor field. This plan follows closely the cooperative relationships which were successfully maintained in 1942.

4-H extra labor in Wisconsin

■ A labor project suggested last spring by the State 4-H Club staff to clubs throughout Wisconsin enlisted more than 11,000 boys and girls in helping to relieve labor shortages. Of the total number participating, two-thirds were girls and one-third were boys.

In starting the program, club leaders offered 4-H boys, and more particularly 4-H girls, a project for the summer involving farm work. A definite amount of labor—from 150 to 200 hours—was required to win the achievement pin in the victory labor project. Work regularly done, such as housework by the girls and chores by the boys, did not count toward the total.

Leaders suggested that the girls might drive farm tractors or other machinery, milk cows, or substitute for mother in the household while she worked in the fields.

So successful was this past season's project, according to T. L. Bewick, State 4-H Club leader, that a 1943 labor project, especially for the boys, is now being set up. At least 100 hours of extra work on the farm or in the home will be required of each boy to complete the project. The boys will not count, in figuring their total of 100 hours, the

regular duties which they might normally be expected or required to do. Their 100 hours will begin after an 8-hour day and a 48-hour week.

The enthusiasm with which these 4-H young people tackle the job this year is found in the reports which they have submitted. Seventeen-year-old Barbara Harris, Lima Center, Rock County, writes: "Last summer I drove the tractor during the haying season and rode the grain binder when we were cutting grain. I thought this was a lot of fun and didn't mind doing it at all. I used to have to wait for my father to mow the hay, so while I was waiting I would come into the house and embroider. I told my mother that I had to be a 'lady' while acting as a 'farmer.'" Besides her work in the fields, Barbara helped more about the house this year and did the family marketing to save her parents' time.

Learning to milk was one of the things that 11-year-old Betty Eleanor Hoesly accomplished this year. Her home is just over the Wisconsin border, in Green County, on Route 1, outside Albany. Betty found it fun

to milk. "At first I milked only one cow," she writes. "After I had milked her for about 1 month, Daddy let me milk two cows. Now I milk three. Mother and Father say it helps them."

Then there is Nancy Smiley, also of Route 1, Albany. Only 12 years old, she milked cows, drove the horses on the hay loader, painted the porch of their home, and drove the tractor.

Eugene DeYoung, who lives in Rock County, near Whitewater, has just been awarded a \$100 war bond as a national 4-H Club garden contest winner. The award included a trip to the National 4-H Club Congress in Chicago. And Eugene has earned a little holiday. Although he is only 16 years old, he carried nine projects this year in 4-H Club work and handled most of the work on the family's 60-acre farm. The neighbors were short of help, so Eugene helped, cutting grain and threshing. Then, late in the summer, he was asked to take a milk route. Expecting to drop it when school started this fall, he found there was no one else available to take over. So he has continued the route, starting at 7 o'clock in the morning and, by special permission of his teachers, reporting to school about 10:30 or 11 o'clock each morning.

Hawaiian students pick coffee

A student work camp on the Island of Hawaii was successfully carried on for 2½ weeks. Extension agents in 2 counties assisted school authorities, coffee farmers, and military authorities in helping to harvest this year's large coffee crop. The Department of Public Instruction, with the cooperation of the Army, sponsored the Camp. One hundred and thirty-six boys from 8 high schools were recruited and harvested about 2,300 bags of coffee berries for which they were paid \$1.25 a bag. County agents placed these students on the farms where they were needed and made adjustments whenever there was any complaint from either the students or the farmers. They also gave demonstrations in picking coffee for the students. The student pickers were used on 35 farms of about 175 acres in South Kona and on 12 farms of about 100 acres each in North Kona.

Mobilizing 3,500,000 farm workers

■ Recruiting for the U. S. Crop Corps is now in full swing, aiming to enlist 3,500,000 farm workers before the season is over. The Extension Service has an important part in the program, being responsible for the mobilization of local labor resources. The Farm Security Administration is responsible for the transportation of workers and the operation of farm labor supply centers for the housing of these workers. The U. S. Employment Service is handling recruiting in towns and cities outside strictly agricultural areas, with the aid of county councils of Civilian Defense and other local volunteer groups.

Three types of workers are being recruited; year-round workers needed on livestock, dairy, and diversified farms; seasonal workers, needed during the crops season or for the summer; and emergency harvest workers who will be recruited from villages, towns, and cities to work a certain number of week days, half days, week ends, or evenings.

Agents to Place Workers

In all agricultural counties, county agents with volunteer help are registering recruits for the U. S. Crop Corps and are listing individuals for specific jobs at specific times. In rounding up help for harvesting and other special emergencies, many agents are finding their experiences of last year helpful. At that time they found labor resources in the county that they did not know existed. Some of these resources have been recorded in the REVIEW, such as the account of railroad shopmen in Pettis County, Mo., who helped harvest the grain crop when they heard of the need from the county agent.

Accurate information on just how many of the three types of workers will be needed in each county will be one of the first considerations. County AAA committeemen are now at work on the 1943 farm plan sign up which gives information on the number of workers available on each farm and the additional workers needed.

If the number of Crop Corps recruits the agent is able to enlist meets the need, the labor program in that county will consist of following up the recruitment program to see that workers are placed when and where

needed. If there is a shortage of local labor and there is not a sufficient surplus in adjacent or nearby areas, the county agent can report that fact to the USDA War Board which will call upon the Farm Security Administration to furnish workers from outside sources. The transportation program is available for transporting seasonal and year-round workers. Farm Security will sign up these workers and move them to the areas where they are needed.

The national program calls for transporting about 275,000 seasonal workers, many of whom will work at several different locations.

Year-round workers, to be drawn mostly from the less productive farming areas where there is a surplus of agricultural manpower, will be transported principally into dairy and livestock areas to replace experienced workers who have entered the armed forces or war industries. The program calls for the moving of 50,000 of these workers and for short courses of training at State colleges of agriculture and elsewhere for those who need training before taking jobs. It is contemplated that some of the year-round worker recruits will be placed as renters of farms which otherwise would stand vacant this year.

The victory farm volunteer branch of the Crop Corps will recruit 650,000 nonfarm high school youth in cooperation with the Office of Education to work on farms during the summer months. The need for these young workers is determined by the county agent in cooperation with other agencies. The placement and supervision will be in the hands of the agent. The young people will get some training in school on what to expect in farm work, but their success will depend a great deal on the judgment of the agent in placing them and to what extent he can enlist the interest and cooperation of farm families.

The Women's Land Army branch of the Crop Corps will be composed of nonfarm women interested in serving regularly as farm workers, and is being developed by the Extension Service cooperating with the U. S. Office of Education, FSA, U. S. Employment Service, and other interested agencies. Some women are already receiving training for such work in special courses offered by the University of Maryland, Connecticut Agri-

cultural College, Farmingdale Agricultural College, and other qualified schools. To utilize last year's experiences in this field, the Extension Service called together representatives of all agencies—public and private, which had organized city women to do farm work. They met on January 8 and 9 and formulated recommendations calling for a women's land army under the direction of the U. S. Department of Agriculture and gave certain suggestions for conducting it. These were developed in more detail by a workshop committee of extension workers, State and Federal, meeting in Washington early in February and were discussed with State directors at the two regional conferences.

Events Move Fast

The entire Department of Agriculture's labor program has been developed since January 24, when the War Manpower Commission assigned full responsibility to Secretary Wickard. Responsibility for the development and direction of this program has been placed with the Agricultural Labor Branch of the Food Production Administration, with Maj. John O. Walker in charge under M. Clifford Townsend, Director of Food Production.

A request has been presented by the President to Congress for funds to finance this program through the 1943 crop year. These funds would be used to provide transportation for workers, to operate 250 new farm-labor supply centers in addition to the 95 present centers, and to enable the Extension Service to employ labor assistants to handle local recruitment and placement.

The phases of the program to be handled by the Extension Service were first considered by State directors serving on the Extension Committee on wartime policy called to Washington January 29 and 30. Their suggestions were further developed in a workshop conference the following week in which both State and Federal extension workers and also representatives of organizations which had been active in mobilization of farm labor took part. These plans were then considered by State directors and those appointed to head the labor activity in each State at regional conferences held in Baltimore, Md., February 12 and 13, and St. Louis, Mo., February 15 and 16, preliminary to getting the program under way in March.

Training underemployed farmers for work on Ohio dairy farms

FLOYD S. DE LASHMUTT, Extension Specialist, Farm Management, Ohio

An experimental program of recruiting, transporting, training, and placing year-round agricultural workers was started when 60 Kentucky farmers were sent to Ohio State University for a short training period before being placed as dairy hands on Ohio farms. Mr. De Lashmutt, "dean" of the training school, here reports on how this part of the experiment is working out.

■ Farm Security Administration contacted our Dean John F. Cunningham and J. L. Falconer, chairman of the department of rural economics, in December to discuss the possibility of developing a training course for Kentuckians recruited for farm labor in Ohio.

A joint committee from the college, the Extension Service, the Bureau of Agricultural Economics, and the Farm Security Administration was set up to discuss the matter. The committee decided in favor of a trial group. To work out details, a college committee was set up to plan and schedule a course following the suggestions made by the policy-making committee mentioned above.

The college committee set up a 2-week training course as a "feeler." This course was weighted by 2 days' work in the dairy barn, $\frac{1}{2}$ day in the poultry plant, $\frac{1}{2}$ day for interviews (by groups) with the Rural Sociology Department, and the rest of the time was scheduled for farm machinery. The committee believed that most of the time of the trainee should be devoted to machinery used on farms in Ohio.

We organized the trainees in groups of 10 men each. Then we asked each group to elect their own group leader, which they did. The trainees really came through on this, and the group leaders took their position seriously. All orders, changes in schedule, and the like were handed to the group leaders in an evening session to be relayed to members of their groups. Suggestions for improvements came from the leaders at our request. These leaders were a great help in maintaining morale.

The first 2-week training period was, in our opinion, too long; so we carefully studied the situation and shortened the second group's training to 1 week of intensive work. We cut the dairy-barn work to 1 day, left the poultry work and interviews at $\frac{1}{2}$ day, and intensified the farm-machinery work by grouping only six men in each group and spending more time with each man. The result at the end of a week justified the change, we thought.

It is difficult to keep up the morale of a homesick trainee, with no certain job in sight, for more than 1 week. At the end of a week, the man gets restless and wants to talk about work and wages. He wants to see something

definite in sight. In the evenings, we showed these men films and sound movies on subjects suggested by the Rural Sociology Department. Some of these films were entertaining, but most were educational.

We planned this work so that every trainee actually did the work and handled and adjusted the machinery. We did not make the training a lecture course. About the only lecture was a "Safety First" talk presented by an agricultural engineer on the first day. We wanted to be sure that these men realized the dangers from fire and power machinery.

The faculty was at first picked from those men on our college and extension force who have had experience dealing with adults. We didn't want ordinary student methods used. The college farm superintendent and his crew of farm workers handled a large part of the machinery work. These farm workers did a real "bang up" job of instructing. So did all the rest of the instructors, too. The point is that it was not necessary to have all college-trained men for this work.

The trainees in both experimental groups reacted very well. Some few got homesick and went home. For the most part, they "ate up" the farm-machinery work. That was what they liked, and that was what they needed.

The comments from the instructors were very favorable. A few of the trainees were slow but no greater percentage than is found in any group of students. The farm superintendent who directed all these men through the work on tractors and planting machinery speaks very highly of the ability of these trainees to absorb knowledge of these complicated tools.

We divided the machinery work for study into tractors, plowing and fitting tools, planting tools, hay tools and harness, combines and harvesters, lime and manure spreaders.

We gave the first group some work with small tools and ropes but found that it wasn't needed. We cut that out of the schedule.

In the dairy barn, we gave the men experience in getting cows in and out; cleaning and bedding; getting out silage; feeding, clipping, and cleaning cows; and observation of machine milking.

In the poultry house, the trainees learned how to enter a poultry house, some points on sanitation, filling feed hoppers, watering devices, and cleaning.

Quite a few of these trainees had opportunities to leave before the last day of the training period (1 week) was over and would not go until the course was completed.

We feel that, although improvements still could be made, the course is worth while as an orientation effort. These trainees all felt a little more confidence in themselves as prospective farm workers.

We felt that the effort was sufficiently worth while to justify setting up a schedule for 12 1-week training periods following January 1, 1943.

Harvesting sugar beets

Another good story of ingenuity in meeting the labor shortage comes from Rosebud County, Mont. The county agent initiated the program which harvested 45 percent of the 4,100 acres of sugar beets in the county. School children, town people, Indians, and farm women and children were recruited as voluntary workers. A sugar beet subcommittee of the county labor committee functioned throughout the harvest season, keeping current and detailed surveys by farms of progress in the beet harvest, and directed workers to the places where they were needed most. The committee also organized crews and furnished transportation to the various farms. Approximately 20,000 tons of sugar beets would have been frozen in the ground this fall had it not been for these volunteer workers.

FARM LABOR is the No. 1 farm problem under consideration this month. The extension phases of the national program described on the first page are in charge of M. C. Wilson of the Federal staff.

STATE VIEWPOINTS on labor problems are well presented in up-to-the-minute publications coming to the office. One of the best is a mimeographed bulletin from Illinois "Making the Most of Available Labor," by J. E. Wills, J. B. Cunningham, and P. E. Johnston. The authors give explicit directions, illustrated with Illinois examples, for using labor more efficiently in many practical ways. They discuss everything from scheduling the farm work, labor-saving practices, and pooling equipment and labor to keeping the hired man satisfied.

FARM WORKERS DEFERRED under the new selective service deferment regulations worked out jointly by the Manpower Commission and the Department of Agriculture, by the end of January numbered more than 350,000 farm operators and hired men. It is expected that deferring of essential farm operators and workers registered in the draft will continue at an accelerated rate.

IMPROVING EFFICIENCY IN THE HOME
so that farm women can keep up the essential home tasks and at the same time do the necessary work in the fields and around the farm under present conditions is proving popular with home demonstration women. A new bulletin from the State of Washington, Step by Step in Everyday Tasks, by Esther Pond, with pictures and text, shows how to do household tasks the simplest and best way to relieve war pressures on the homemaker's time.

VICTORY FARM VOLUNTEERS coming to Illinois farms will find the new bulletin, Living and Working on a Farm, a great help. Prepared for high-school boys and girls from cities and towns, the bulletin is well illustrated and classified and is presented in a form easily understood. Crowded into the 60 pages are the principal things they will need to know about and save the new worker much embarrassment. It was prepared by the Extension Service for use in schools and published by the State Council of Defense. "Guides to successful employment of nonfarm youth in wartime agriculture," prepared by the Children's Bureau, is a smaller publication illustrated with sketches to help make the meaning clear, and will be found useful to those supervising or employing young people.

Utilizing every labor resource

■ Plans for maximum production are being crystallized as planting gets under way. Extension's part in the national labor program is to mobilize all local resources, inaugurate an efficiency-educational program, and help in making city women and youth available for work on farms. Reports indicate that agents are ready for action in each of these fields.

Some counties, as Summit County, Ohio, are setting up voluntary exchange centers in each township to share both labor and machinery with the maximum efficiency. Other counties are successfully using neighborhood leaders as in Clinton County, Ohio, where groups of neighborhood farmers work out their own problems and report to township chairmen. Two parishes in Louisiana put in a big acreage of string beans for canning and have arranged to dismiss school as soon as they are ready to pick.

In Minnesota, the Governor has appointed Director Miller as State manpower director,

and all of the agencies working on the problem have agreed to cooperate fully in developing a unified State program. A State committee, with Director Miller as chairman, has planned a unified program for the State. One subcommittee has developed a program for mobilization and placement in counties and communities. Under the Minnesota plan, trade area committees are set up by the county committee to consider the present placement organization and to recommend either a continuation of the present arrangement or specific changes. This committee will provide for listing the needs of the farmers in the trade center area and for mobilization in cooperation with the county committee.

Illinois reports that considerable progress has been made in local solutions to local problems arising from discussion at school district wartime educational meetings which have been made a big factor in stimulating farm thinking and action.

Increasing labor efficiency

With the general shortage of farm labor hitting all parts of the country, only two kinds of solution are possible. One is to get more labor and the other, to make better use of what we have.

E. R. Jackman, extension specialist in farm crops at Oregon State College, has concentrated on the second solution, with particular reference to saving labor in putting up hay. Hay is a vital factor in Oregon's dairy and livestock production, hence any reduction in hay supplies would be reflected in the Food-for-Victory campaign.

Jackman approached this task as he has many others. His first principle is, that to get a practical program working the experiences of successful farmers will have to be obtained. The next principle is, that to spread a new or improved idea it will have to be put into a form that will attract attention and get sympathetic hearing.

Following out this idea, he sent letters to scores of farmers in all parts of the State asking for their experiences in putting up hay with the least amount of labor. After receiving this information, Jackman compiled it and added his own observations. He then began sending it out to the county agents in his own distinctive and decidedly bright and interesting mimeographed letters.

His first letter on this program was sent out late in November 1941, when the prospective shortage of labor in 1942 was apparent. Numerous ways were discussed of "cheating the labor bogey" by using more pasture, hogging and sheeping off certain crops, employing crop rotations that will avoid use of extra labor, and using labor-saving machinery when the machinery itself could be had. In this letter, the hay program was only touched on by referring to the fact that pick-up balers are good business where hay is to be baled anyway, and that, in most places, the practice of cocking hay is wasteful because it requires extra labor and increases the drying time of hay, thereby increasing the danger from rain.

Results of Jackman's inquiries of farmers showed that efficiency in handling hay varied from 1 ton a man a day, where hay was shocked by hand, hauled on wagons, and forked into barns by hand, to 11 tons a man a day, where buck rakes and slide stackers were used. The estimated cost of moving hay from windrow to barn or stack ranged all the way from 60 cents to \$4 a ton.

The results of this farmer survey were sent to all county agents and cooperating farmers; the methods were tabulated and actual comments included. One comment, from John Porter of Long Creek, follows:

"Curly Lodge told me that the beaver slide stacker is the fastest way known to man to stack hay. He said that Sam Ross at

quitting time counts his stackers, and if they are not all there, tears down haystacks until he finds them; and up to date he hasn't lost a man, but he has had that outfit only the last few years."

Another comment, from Jack Proebstel, was that "all this talk and the methods devised for keeping what farm labor we have is Bologna in its purest form. If I were a hired hand and could get \$10 or \$12 a day in a defense industry, I wouldn't stay myself, and neither would you."

Robert Weir reported that if hay is yarded first, it has a chance to settle and the loads go up better. He has a derrick mounted on wheels which does not need taking down to be moved.

These are merely samples of the information sent out in April 1942, which certainly carried a down-to-earth flavor of practicality.

In May, just before hay season started, Jackman followed with a letter "to give some preliminary information on what I believe to be 'tops' in hay-making methods." This letter included a description of the Montana slide, or beaver slide stacker.

Figures supplied by Sam Ross, a Jordan Valley farmer, were quoted showing that he averaged 140 tons of hay put up a day with a five-man crew at a daily cash cost of only \$26.50. This amounted to just under 20 cents a ton for all cash expenses. If it came to a showdown, Ross said, two men could

pile up 100 tons of hay daily by this method. Although the hay would not be stacked in very neat piles, it would keep till feeding-out time.

Jackman also reported to the county agents that Earl Price of the agricultural engineering department had prepared a blueprint showing construction of this type of stacker and also that some models had been made. A few farmers were able to make these stackers in time for the 1942 haying season. This past winter the campaign was continued, the model stackers being taken to various livestock growers' and other farmers' meetings where blueprints were also available.

Jackman's conclusions, after his study of haying methods, are that for small or medium-sized ranches a jayhawk stacker is the best labor-saver. This is a combination buck rake and stacker. One man can operate it and can deliver hay onto a stack at either end or anywhere along either side. This permits a fairly large stack to be built by two men. For the large ranches, however, he is recommending the beaver or Montana slide stacker.

By means of his human-interest letters, his equally interesting radio programs, and news stories, Jackman has succeeded effectively in calling widespread attention to one possibility for solving the farm labor problem. Needless to say, his letters are welcomed in county agents' offices, where mail piles up in such quantities that much of the mimeographed material slides into the wastebasket without receiving much attention.

Manpower and foodpower in Britain

Francis Flood—world traveler and former midwestern farm editor, who was employed for several years by the United States Department of Agriculture, and is now with the British Supply Council—recently gave the following description of British agriculture under wartime conditions.

■ Can farmers, United States or British, in the face of labor shortage and other difficulties, keep farm production at the present high levels? If so, how? In the United States the question is to be answered in 1943. In Britain the answer is already on the record of four wartime harvests.

In the United States, the urge to greater farm production is the knowledge that food will help to win the war. United States farmers plant for victory; British farmers plant for life or death.

Britain is only about the size of Iowa and Indiana, but has 47 million people to feed, a third the population of the whole United States. Pre-war Britain imported almost two-thirds of her food supply. A little more than one-third of her ships were needed to bring in that food. Then came the war. Most of Britain's nearby sources of imported food were lost to the Axis, and her ships were either sunk or needed to carry munitions of war and soldiers throughout the Empire, for patrol work, and moved in slow convoys.

Britain met these problems in three ways: (1) by increase of home production; (2) by rigidly rationing food so that it would serve to its maximum; (3) by getting food from other parts of the world, wherever shipping would permit, including lend-lease food from United States.

Britain's total plowed acreage has increased by 50 percent since 1939. Yields have also increased under pressure from the County Committees who exercise rigid wartime controls.

By 1941 it was apparent the limit had been reached. In the face of labor shortage and other obstacles it was even doubtful if the level could be maintained. The problem in 1941 was much like that of the United States now. Could the peak be maintained? The answer in 1942 was a substantial increase. And the goals for 1943 call for a still further increase.

Britain now produces nearly two-thirds of its present reduced food supply, as compared to little more than one-third pre-war.

This has not been an uncontrolled general increase, coaxed from farmers by higher prices. It has been a planned adjustment, under the strict control of the Ministry of Agriculture and the County War Committees. Oats production increased by 75 percent, potatoes 71 percent, total grain crops 62 percent, and vegetables 50 percent. While the number of beef cattle, sheep, pigs, and poultry has been reduced, dairy production has increased in spite of labor shortage

Since the dairy cow furnishes more food per acre or per ton of feedstuffs than do meat animals, dairying has been increased at the expense of meat production.

This bigger farmed acreage is in spite of the loss of thousands of acres of good farm land taken by the Army and R. A. F. for the hundreds of airfields and army camps scattered all over England. Now more airfields are being built for reverse lend-lease bases for the United States.

New Land

Besides plowing up arable pastures, Britain reclaimed much new land that had never been farmed before, including scrub, moors, steep hillsides, and rough land. For example, in the winter of 1940-41, at the height of the Battle of Britain, when one of every five homes in all Britain was being destroyed or damaged, over 150,000 acres of completely waste marshland were drained and reclaimed and are now in production. Big estates, golf courses, parks, gardens, and similar areas in Britain have been put under the plow. Many fields are plowed now for the first time in a hundred years. Today there is no idle acre in Britain.

Yields per acre have been stepped up, and farming in Britain now under the strict control of the County War Committees, is at its most productive level. The national average wheat yield in England is 36 bushels per acre, twice that of the United States.

Wartime Farming Difficulties

Kent County, England (The White Cliffs of Dover County), is an example of England's wartime farming in the face of difficulties. There on the Chalk Cliffs the English farm under direct shellfire from the big guns in France.

There, as throughout England, every level field of a few acres or larger is studded with wooden poles stuck in the ground at intervals of a few rods to prevent invading planes from landing. These must be farmed around. Tank traps and home guard trenches are slashed right across the fields to be farmed around—adding labor. Grain stacks must be scattered, instead of bunched for efficient threshing, to avoid incendiary bombs. Cows must be penned at night in scattered barns and corrals to guard against the herd being wiped out by bombs. All this means more work—in the face of labor shortage. On farms near R. A. F. fields, farmers found it almost impossible to use

horses because of the frequent air battles at low levels during the Battle of Britain.

One would, of course, expect Kent County's production to fall off under such conditions—but the figures show that Kent County's 166,000 acres under the plow in 1939 had increased to 260,000 acres in 1942.

Other handicaps include a farm labor shortage much more acute than in the United States, a farm machinery shortage much more acute than in the United States, and the black-outs, which of course, exist on every farm. Every farmhouse and every barn and corral and shed are completely black all night and every night. This is a very real handicap to production.

Farm Labor

The farm labor problem has been partly met by the use of the Women's Land Army. This consists of girls who have enlisted for the duration, to serve as "hired men," just as other English women have enlisted in the various armed services. These are recruited from the cities, since farm girls are frozen on the land anyway. In many cases women do all the work on large dairy farms. At present there are over 50,000 of these regularly enlisted Land Army girls who work a minimum of 48 hours a week for small pay and under regular official discipline. Today these girls, chiefly from the cities, are one of the actual mainstays of English farming.

Another substitute for labor is greater use of tractors. To buy a new tractor a farmer must share the use of it with his neighbors, under strict supervision of the County Committee. The County Committee itself owns tractors and machinery and does custom work with Land Army girls and other labor for farmers at cost. In one county, Northumberland, the County Committee owns and operates 500 tractors. No machine is idle. They are tractor farming at night under dim-out lighting conditions.

Old people who had quit farming years ago now do full-time or part-time heavy farm work and stand their regular fire watching, plane spotting and home guard watches besides. Elderly people, formerly retired, are a large part of the farm labor in Britain today.

Food Rationing

In England food has been carefully rationed for 3 years. This prevents waste. It makes the food serve its maximum usefulness. United States farmers will be glad to know that the food they raise which goes to England serves to its maximum, because of rationing. Rationing has saved the day in England.

Lend-Lease Food in England

Lend-lease food from United States now furnishes something under 10 percent of England's total food supply, and something under 5 percent of her total protein food supply.

United States farmers will be interested to know that food in England produces more planes, tanks, and guns and other munitions of war per ton than it does in the United States. England, with one-third of the United States population, produces far more planes and tanks and guns than the United States per capita—until last summer actually more in total each month. With the United States producing these war materials at such an amazingly high rate this means that England's 47,000,000 population is producing very efficiently, on a very limited food supply.

United States farmers will also be glad to know that of all this production of planes and tanks and guns by England, most of it is exported from England to foreign United Nations fronts—which are United States fronts. When building up for the African campaign, for instance, 80 percent of all of Britain's munitions production was exported from Britain.

Thus lend-lease food to England contributes to the making of planes, tanks, and guns just as does food to Detroit—more so if one considers the fact that England produces on the minimum dietary level, while the United States is on a very high dietary level, very near an all-time peak level, the best fed of all the United Nations.

United States farmers who have increased food production and who plan further increases for 1943, or the American housewife who watches her family's diet more carefully, will be glad to know that extra food thus made available for lend-lease supplies to England contributes so directly, and without waste, to the production of planes, tanks, and guns for the United Nations' effort.

Taxation

Income taxes are incomparably higher in Britain than in the United States and have been for some time, even than the new United States income tax level.

The standard income tax rate is 50 percent. For a single man the income tax begins at \$440 a year. For a married man at \$624.

Manpower

Of the 33 million people in Britain between the ages of 14 and 65 there are 23½ million working full time in industry or the armed forces. Another 2 million are working part time. This rate for the United States would mean about 65 million, which is the figure suggested by the President as the total manpower of the United States to be mobilized.

In Britain, 67½ percent of the girls between the ages of 14 and 17, and 77 percent of the boys are now engaged in war work. About 8 million women have been mustered into industry in Britain, of which 2½ million did not work in peacetime. About 13 percent of Britain's steel-workers are women and nearly 50 percent of Britain's aircraft workers are women.

There are about 250 thousand women in Britain's armed services, purely military organizations, with over 13 thousand of them actually under fire alongside the men in the anti-aircraft batteries.

Britain's War Effort

About two-thirds of Britain's national income goes directly to the war effort, the rest to meet civilian needs—which come last. (This compares to something under one-half of the United States national income currently devoted to the war effort.)

Normally the people of Britain spend about one-fifth of their income on their Government and four-fifths on themselves. Today they spend about three-fifths to fight the war and about two-fifths on themselves.

One home out of every five in all England has been damaged or destroyed by bombs—more than 2½ million homes. These are constant reminders scattered throughout England that the war effort comes first.

Calling all youth labor



■ Supt. H. L. Kistler, of Wood Lake, Nebr., is explaining to his group of high-school boys some things to consider in operating tractor and mower equipment.

It is all part of a plan started last summer by County Agent Edgar E. Van Boening to train Cherry County high-school students for farm work to help out in the labor shortage. As a result, a register of the rural and town high-school boys and girls of Cherry County was established. On file in the agent's office is an individual card index con-

taining each youth's name, address, age, parentage, availability, qualifications for summer work, and reference.

This youth registration has also helped the boys and girls to find work in their vacation periods. Last summer, 15 town boys and girls obtained work on ranches and farms. Several of them went out to the farms a week or two earlier to become better acquainted with their jobs.

Agent Van Boening has since been called to the service but E. M. Brouse carries on.

Full steam ahead on farm-labor program

■ Aware of the responsibility that is theirs, extension agents face the big job of organizing to meet the farm-labor shortage. It is up to them to make the plans work in spite of the difficulties of unskilled labor, of prejudices against the type of workers available, of tardy organization, and many other difficulties with which agents are only too familiar.

A law placing much responsibility on the Extension Service was passed by Congress. A few days later, northeastern directors, their labor assistants, editors, and a few key personnel met to complete plans for their campaign to beat the farm-labor shortage. Following this, the north-central workers met in Chicago, April 23 and 24; the southerners met in Memphis, April 26 and 27; and the westerners in Salt Lake City, April 30 and May 1.

Much had been done before this. A program to help out in the emergency was developed by the Department of Agriculture and in a number of States; and activities to relieve the situation were under way, initiated by a number of public and private organizations. The job of the Extension Service now will be to work all this into a broader national effort in which every organization and every person interested in agriculture has a responsibility.

The cooperation of the Office of War Information is helping to carry the needs of agriculture as a national issue to every citizen. Plugs on familiar radio programs, posters, motion pictures, and national advertisements are carrying the message to support the local work of the county agent and others working on the specific job of locating and placing workers on a particular farm with a labor problem.

The Office of War Information is keeping in close touch with the labor-campaign manager in the Department of Agriculture, who is L. A. Schlup, editor of the *EXTENSION SERVICE REVIEW*. With the help of extension agents, he will try to carry on this national advertising and informational program in a way that will support the work in the counties most efficiently. The facilities of the Of-

fice of War Information and of the Department of Agriculture are here to help make this work a complete success.

Extension activities as planned fall into four categories: The Victory Farm Volunteers, or the city young people enrolled for farm work; the Women's Land Army, enrolling town women; an educational campaign for greater labor efficiency on the farm; and local mobilization of all resources in nearby towns to meet emergencies. M. C. Wilson, formerly in charge of Extension Studies and Reports, has been appointed to direct the extension labor program, assisted by H. M. Dixon, who has been in charge of extension agricultural economics work.

The Victory Farm Volunteers are now being enrolled in many cities. Early in March, the Office of Education sent out suggestions to school counselors on training Victory Farm Volunteers. High schools in many cities near agricultural areas are ready to go ahead. Dr. Frederic B. Knight of Purdue University has come to Washington to head up this work for the Extension Service, and Dr. Frank Lathrop of the Office of Education has charge of VFV work in schools.

The Women's Land Army will be in charge of Florence L. Hall, formerly field agent, home demonstration work, Northeastern States. Application blanks and a circular of general

information for recruiting city and town women are being prepared. It is planned to cooperate closely with all organizations now working on recruiting city women for work on farms.

The educational plan to increase labor efficiency is receiving attention in many States. Such simple and practical leaflets as the one from New Jersey, *You're the Boss*, help farmers to see the point. Demonstrations in teaching unskilled farm workers, as given at a number of extension conferences by L. J. Fletcher, are proving an effective way of initiating both county agents and farmers into the field of efficiency studies to save labor. In the Federal Extension Service, L. M. Vaughan is directing this work.

One big job which is now demanding attention everywhere is the organization of the county farm labor center. Farm labor committees are functioning satisfactorily in most counties, helping to determine labor needs and taking part in other activities. Facts must be collected; and information from the 1943 farm plan work sheets, records from the U. S. Employment offices, and census facts need to be brought together and summarized in the light of local judgment to find out just how many young people, how many women of the Land Army, and how many local emergency workers will be needed, and when. In this work, the extension agents will cooperate closely with the U. S. Employment offices. Barnard Joy will have charge of this phase of the activities for the Federal Extension Service.

Neighborhood leaders serve labor cause

In many counties, neighborhood leaders are taking their place in plans to meet the labor shortage. Some of the ways in which the leaders are functioning are indicated by these examples from three States.

Neighbors agree on machinery use

The farm-labor problem was the first to be considered when the neighborhood-leader system was set up in Tipton County, Ind., in June 1942. From the beginning, Walter M. Clary, county agricultural agent, assisted the neighborhood leaders in considering the problems of this highly agricultural county from the labor angle.

Located in central Indiana, in the center of the Corn-hog Belt, Tipton County, with no large war plants or camps, is devoted largely to the production of crops such as corn, soybeans, and oats, and of livestock, particularly hogs. The terrain is level, and the soil is fertile. Its chief problem is the production and harvesting of its crops.

When the neighborhood-leader system was organized under the direction of County Agent Clary, a man was selected in each neighborhood as a community cooperator. It was his duty to obtain cooperation in the use of labor, machinery, and transportation within his neighborhood or community.

In the fall of 1942, the community cooperator started his first county-wide job. The 1942 acreage of soybeans had been increased to 15,400 acres, almost double the 8,844 acres of the previous year. The yield per acre also promised to be higher than that of 1941. Also, the weed problem would decrease the efficiency of the combine in some fields. There was a possibility that many acres of soybeans might not be harvested ahead of bad weather.

The Tipton County neighborhood-leader committee approved the use of a cooperative plan. Township meetings of the community cooperators were held, and the possibility of a neighborhood-cooperation plan on the use of combines and labor was discussed. Some neighborhoods also approved the use of corn pickers cooperatively. The community cooperator was the chairman or organizer in his neighborhood. Many community cooperators received fine cooperation in the program of getting the job done earlier, getting combines to do custom work, and obtaining trade-of-work agreements.

On November 15, after which date wet weather prevented the combining of soybeans except for a day or so at a time, only about 6 percent of the acreage of soybeans was uncombined. Some neighborhoods or communities had their entire crop of soybeans combined. In neighborhoods and communities that had the most active cooperative arrangements, a higher percentage of the acreage was combined on the average.

The cooperative plan on labor and machinery made it possible to get a high percentage of the soybeans combined before wet weather in the fall of 1942. A further expansion of this program continued during March 1943 to obtain more working agreements on labor and farm machinery during the year.

Labor and farm implement shortages are affecting Tipton County as they are other counties. The supply of reliable year-around farm hands has been exhausted long ago, as has the supply of experienced seasonal farm laborers. Farmers are of the opinion that the trading of farm labor and cooperative operation of farm implements will do the job more easily, faster, and better than the use of a large number of inexperienced farm laborers.

Thus, the modern, labor-saving farm implements and labor available can be concentrated on one field at a time and then moved on to a neighbor's field. Two neighborhoods already have worked out their summer and fall neighborhood-cooperative plans before the series of meetings starts.

The plan they have worked out is as follows: The community cooperator will call together his neighbors. They will know what implements they have among themselves and with their closest neighbors will work out trade-of-work arrangements on work such as haymaking. On the larger jobs, such as combining soybeans and picking corn, a neighborhood cooperative plan will be organized. Some owners may not want to rent or lend their combines or corn pickers to be operated by a neighbor. Working agreements will be planned whereby this owner may do the combining or corn picking and a neighbor may drill wheat, do the plowing, and grind feed.

The success of this program within the neighborhood depends largely upon the interest of the community cooperator in the program. If he is a good neighbor and interested in the community cooperation, he will obtain good cooperation from the majority of his neighbors.

Getting peanuts to market

A labor shortage in November threatened disastrous delay to harvesting of the peanut crop in Brown County, Tex., especially threshing and baling of the hay. No transient or outside labor could be obtained.

The County Agricultural Victory Council, the Texas neighborhood-leader group, took charge and organized neighborhood-labor groups. Every farm family joined in the

effort. Here's County Agricultural Agent C. W. Lehmburg's story of how it was done.

"Daylight hours were not long enough, so the work was carried into the night. Automobile lamps furnished light. Threshing machines, balers, and trucks ran until the small hours of the night, but the job was done and the crops saved.

"An outstanding feature of the joint undertaking was hauling the nuts to warehouses. Growers pooled their trucks for this part of the task. In several instances, tires were removed from trucks to equip one for service. In another case, a wheel and the body of a truck were removed to the running gear of another because it was better qualified to carry a big load. By sharing labor, trucks, and even gasoline, the job was completed successfully.

"The women did their share by providing food and coffee to keep the gangs going."

Evolving a plan

Eighteen neighborhood leaders were appointed in Hamilton County, Kans., early in 1942 before the labor shortage became serious. These leaders met to consider ways and means of meeting the problem and developed a farm-labor program. This program, including education, fact finding, and action, was explained to farm operators at two Saturday afternoon meetings, April 18 and 25, and farmers agreed to cooperate in putting the plan into effect.

To get at the facts first, neighborhood leaders found out just how much labor was available on each farm in the neighborhood and how many workers would be needed and just when they would be needed. They also collected facts on farm operations and how much of the past year's labor was still available. Publicity was given to these activities of the neighborhood leaders. In addition to the leader surveys, the schools gathered information on available school youth, and the schools and the Defense Council found out about available "town labor."

The county agent served as the employment officer and worked with the U. S. Employment Service. Local people directed migratory workers to the county agent, and the USES brought in workers from Missouri, Arkansas, Oklahoma, Nebraska, and Iowa. As far as possible, "orders" were sent in by neighborhood leaders 5 or 6 weeks ahead of the need. These were routed to the Garden City office of the USES.

The consensus of leaders is that the needs were quite well met in 1942. In the sugar-beet harvest, 70 youths were released from school for half of the day, and workers from Syracuse helped in the beet fields. The high-school youths were also employed during the summer vacation.

The neighborhoods divided into groups of five or six operators for exchange of work and machinery. There have been no problems of misuse of machinery or unsatisfactory

relationships as a result of the past year's experience. Rather, many farmers seem to enjoy this old-time practice of neighborliness. The wholesome community spirit in Hamilton County and the general awareness of the war issues are thought to be factors in the suc-

cess of "mutual aid" phases of the program, but intelligent leadership and painstaking organization deserve much of the credit. The same program is being followed in 1943. The USES is signing up the neighborhood leaders as volunteer farm-placement representatives.

A threshing ring

When labor shortage threatened to immobilize threshing machines in Utah County, Utah, last August, Thomas M. Anderson, president of the Lake Shore Farm Bureau, called a group of farmers to his home early one evening to talk over the problem of getting their grain threshed.

Farmers who attended agreed that, inasmuch as their county had found itself in one of the most rapidly developing industrial areas in the West, little or no relief in the labor shortage would be forthcoming. Consequently, they voted to organize a threshing ring, and right then made plans.

Mr. Anderson reports that 10 farmers in the same neighborhood pooled their labor, teams, and wagons, and selected a good thresher operator with a machine, and they threshed all the grain for the 10 farmers in 9 days. No help was hired, and there were no complaints. On the contrary, there was much satisfaction expressed by the members of the pool because they finished the job in a reasonable time and had crew enough to do each day's work.

So successful was this and other pools in Utah County that Agricultural Agent S. R. Boswell is recommending that a leader or group of leaders be selected to promote such type of cooperation in the various communities in his county.

Negro boys and girls—635 of them—in Florence County, S. C., have made a food-production record which is encouraging to the war effort. Home gardens were increased by 95 acres of vegetables; almost 9,000 quarts of meats and vegetables were canned; 95 boys produced more than 3,000 bushels of corn; 100 boys fattened 167 pigs for home use; 45 club members raised 5,437 broilers; and 14 fattened beef calves for canning and marketing, all of which is no mean contribution to Food for Victory by the Negro boys and girls of one county.

Selective Service

A four-point program to keep necessary agricultural workers on the farm:

1. State and county War Boards are authorized and instructed to seek deferment of necessary farm workers when the worker or employer fails to request deferment, and to take appeals from local board decisions re farm workers when they believe such action is justified.

2. Local boards shall refer to a War Board farm workers who are not producing enough agricultural units to warrant classification in Class II-C or III-C and shall allow 30 days for placement where workers can produce the required number of units.

3. Local Selective Service boards are instructed to classify in Class II-C or III-C any registrant with agricultural experience who has left farm for other work, provided he returns to agriculture and becomes regularly engaged in and essential to it prior to his receipt of order to report for induction into the armed forces.

4. Local Selective Service boards are instructed not to reclassify necessary farm workers out of deferred classifications, even if calls for military manpower remain unfilled.

Farm workers are being transferred to farm-deferred classes at nearly 6,500 a day, and by the end of 1943, it is estimated, 3,032,000 will have been so classified.

Many of the young men from Wolford community, W. Va., have been called to the armed forces. Two of these boys who were called last October had raised a good crop of corn, and the corn was still standing in the field in shocks when the boys had to leave. They found it impossible to get the corn husked before they left. Two of the prominent farmers of the community, Dan Lawrence and Asa Pennington, talking over the situation, hit upon the plan of reviving the old custom of a husking bee to take care of the corn for the boys instead of giving them the usual type of farewell party.

The Wolford 4-H Club of 15 members were all anxious to take part in the event, so they persuaded the farmers of the community to have the husking bee at night so that the young people in school could take part in it.

On Monday, October 19, corn from a 10-acre field was piled up during the day. Electric lights were put out into the field, and that night after supper 16 men and boys and 11 women and girls began husking—and how they worked! There were friendly contests, swapping of stories and yarns, vying with each other to see who could find the most red ears; and, of course, it was lots of fun. By midnight, the corn had practically all been husked and hauled to the crib. Then the folks all joined in enjoying a midnight feast or supper.

Everyone enjoyed the husking bee so much that the next night another one was held at another farm in the community, and 250 bushels of corn were husked. The second event proved to be just as successful and enjoyable as the first. But two husking bees on successive nights called for a night of rest, and so on Wednesday everyone stayed at home and got some sleep.

But Thursday night found them all out again for the third husking bee. By this time the adventure had proved to be a success in everybody's mind; and, as 16 different farm families were represented in the husking bees, they had decided to have 16 of them, or one for each farm family participating.

Of course they weren't able to hold all of them as rapidly as the first three, but by the end of November the husking bees had been held for the entire community; and all of the corn had been husked, and everyone had a good time doing it.

M. R. McClung, county agricultural agent in Tucker County, reports that the Wolford community is now so thoroughly sold on the idea that cooperation will go a long way toward solving the farm labor problem that they have convinced other communities. Husking bees and other group activities in which all the farm people of the neighborhood or community join together are proving that teamwork makes the job easier.

Training new hired men

Training men and boys whose labor is not used at maximum efficiency on their own farms goes forward. In 25 States, 60 short courses are now being offered under this plan. From the cut-over land in northern Wisconsin and the mountains of Kentucky, they have come to the State Agricultural College for a few weeks' training for work on dairy farms, as described in these two items:

Twenty-two farmers eager for training

As part of the program to help relieve the farm labor shortage the College of Agriculture and Home Economics of the University of Kentucky trained 22 farmers from Adair, Wayne, Pulaski, Russell, Rockcastle, Casey, and Whitley Counties in Kentucky. These men were selected by the Farm Security Administration. They arrived in Lexington Saturday, January 30, and were housed in a hotel in downtown Lexington. The staff spent Saturday afternoon and Sunday getting acquainted with the men and getting information about their experience and the type of work in which they would like to engage after the close of the training program. Practically all of the men had had experience with walking plows, scythes, and mowing machines; and most of them had done such farm jobs as harnessing and driving teams, fixing fences, cutting, shocking, and harvesting corn, and milking by hand. Few of the men had operated tractors, two-row corn planters, combines, or ensilage cutters; and none had used milking machines.

The training program began at 5 o'clock on the morning of February 1, when one group of men reported at the dairy barn. After 3 days in and around the barn, during which time the men became familiar with all operations common to a large commercial dairy, they changed to farm machinery. Two full days were devoted to the study and operation of tractors, mowers, binders, corn planters, grain drills, plows, rakes, hay loaders, ensilage cutters, feed grinders, and tobacco setters.

Then the men spent one-half day at the poultry farm, one-half day studying vegetable and fruit production, and one day working with hogs, including some practice in slaughtering. One valuable feature of the course was a farm trip. Dairy farms near Lexington were visited, and the men had an opportunity to see actual farm operations under conditions similar to those in which they might expect to be placed.

At the end of the short course, each man was awarded a certificate which stated that he had successfully completed a certain number of hours in each type of work. Twenty of the men were placed on dairy farms and general farms around Lexington, Shelbyville, and Louisville, Ky., and two were placed on farms in Ohio.

In such a short period of time we did not hope to give men extensive training in any phase of agriculture, but rather our plan was to give them an opportunity to become acquainted with a type of agriculture that is entirely different from that to which they had been accustomed in their home counties and to make it easier for them to adjust themselves to new conditions. The college is following up these men to find out how well they are succeeding in their new work. They were eager to learn and cooperated wholeheartedly with our staff during the entire short course. The men have not been on the job long enough to determine how well they are adapting themselves to their surroundings, but it is our opinion that they will have no difficulty in fitting themselves into central Kentucky farming situations.—*L. J. Horlacher, assistant dean in resident teaching, University of Kentucky.*

400 trained by planting time

A second battalion of Wisconsin's "land army"—140 young men to supply needed labor for strategic farms—were already on farms March 15, according to representatives of the 3 organizations which sponsored this unique movement to help ease farm manpower shortages.

The program was developed by representatives of the Farm Security Administration, United States Employment Service, and the University of Wisconsin. Its formula is simple: Get trained farm workers located where they can do the most good.

It began late last year. Since then each of the three agencies has been doing its share of the total task.

At the start it was apparent that untapped labor supplies existed in northern Wisconsin, chiefly on the farms that were too small to use all the labor they had available. It was equally apparent that dairy production on the larger farms in the southern part of the State would be badly handicapped and the food-production effort slowed down through labor shortages.

Surveys carried on by county agents confirmed these conclusions, and so FSA men went to work recruiting the underemployed young men from the smaller farms for jobs where they could contribute in full measure to winning the war.

But dairying is a technical occupation for which many of the boys were unprepared. Every farmer is aware that it takes plenty of knowledge and background to farm well, and particularly is this true of livestock farming.

That's where the University of Wisconsin came into the picture. Using the facilities of the annual winter short course, and under the supervision of Short Course Director John R. Barton, it provided a 5 weeks' refresher course with the goal of helping these lads to fit into their new jobs and their new communities.

Meanwhile, the idea was extending elsewhere through the country. George Hill, the University of Wisconsin rural sociologist who has been in charge of the county labor surveys, was granted a leave of absence to go to Washington and head the farm labor section of FSA. Under his direction, there were almost 60 such courses opened in 25 States.

Training in the Wisconsin refresher course covered a broad schedule. Then at the end of the 5 weeks the first battalion of 50 boys was graduated, and the U. S. Employment Service took over the job hunting for them. They were placed almost as soon as they had finished their class work.

A few days after the first group finished, a second group was on the campus, repeating the courses in farm machinery, dairying, crops, farm animals, and community living. This group numbers about 140, and will be through with its training by mid-March.

There are special plans for the third section, which will begin training at that time. Farmers will already be planning their spring work, and so these 150 lads will find what previous classes learned in 5 weeks—and in a very condensed course—crammed into 4 for them. Regular courses will still be supplemented by the usual programs of lectures, forums, field trips, and other activities.

Placement is not proving to be any problem at all. Farm people are clamoring for help, and particularly the kind the Wisconsin program can produce. Supply, and not demand, seems to be the controlling factor. But by planting time there will be nearly 400 of these young workmen contributing their time to bring Wisconsin its best food-production year.—*A. W. Hopkins, Extension editor, Wisconsin.*

Farm workers pro tem

The responsibility of mobilizing local workers to meet crop emergencies has been delegated to extension agents by the Secretary of Agriculture. These three examples of successful recruiting in Rhode Island described by Extension Editor H. M. Hofford are typical of the ways in which it will be done:

Edwin Knight has a 32-acre apple orchard near Greenville, R. I. Last summer he saw his trees—some 2,000 of them—laden with the biggest crop he'd had in years, but with no one to help him get out the harvest.

He told his plight to the northern Rhode Island county agent, who, working with the extension horticulturist, the State Department of Agriculture, and the Bureau of Markets, arranged to have a "picnic workday" for statehouse stenographers.

On Tuesday, August 11, Mr. Knight sent a bus to the capitol; and as soon as the girls, 14 of them, closed their typewriters for the day at 4 o'clock, they climbed into overalls, boarded Mr. Knight's bus, and were carted to the Greenville orchard. At 4:30 they began picking, and when the picnic supper bell rang at 7 o'clock, they had gathered 147 bushels. The local Red Cross canteen was mobilized to prepare the supper.

The girls were paid 10 cents a bushel, and the \$14.70 they earned that afternoon they gave to the USO—because the change from office routine, combined with beneficial exercise, and the knowledge that they were aiding in our war effort were worth more than the pin money they had earned as farm laborers.

Their exploit set an example for other urban groups who came forward to volunteer when needed, and it is expected that there will be a good bit more of it this summer in the farm-labor-shortage area of Rhode Island where war industries have drained the reservoir of surplus help that would ordinarily be available in the seasonal agriculture of the State.

Practical persons who might want to discredit the capabilities of high-school pupils as farm laborers can ask Everett McCaughey, instructor of vocational agriculture at South Kingston, R. I., high school, whether such youngsters are able workers.

He knows, because last September when Rhode Island potato growers telephoned him for help to get in the potatoes, he arranged his classes so that a group of from 14 to 20 pupils could work in the fields every other day and all day Saturdays for the 8 weeks when the potato farmers needed them.

By having double periods a day, the pupils were able to get the same amount of academic "hourage," being willing to sacrifice their free study periods to the cause of getting out the crop. They were paid 5 cents a bushel, and it was an easy day's pay to check in for \$3 at least.

As youngsters are of varying strength, Mr. McCaughey let the less rugged boys—and one girl—do the lighter jobs; and the stronger ones pitched in at the heavier lifting, hauling, and bagging jobs, for which they were paid 50 cents an hour.

His crew worked from 8 a. m. to 4:30 p. m., and by the time the corn harvest season came along, the farmers were paying 60 cents an hour for shucking corn. And the lads of 12

and 13 proved to be the best workers, Mr. McCaughey reports.

That war workers employed in factories react favorably to a change of routine as farm laborers was proved last summer in industrial Rhode Island.

When the State's fruit growers were threatened with the loss of thousands of bushels of apples because they did not have the help needed to bring in the harvest, some mill owners in the apple district posted notices in their plants urging workers of the middle shift to volunteer part of their day, while not working in the plant, as farm assistants.

Thus, throughout the daylight hours, apple growers had a flow of war workers, many of whom were glad of the chance to get some of the crop in pay rather than cash. As a result, more apples were available in Rhode Island locker plants and more glasses of apple jelly on pantry shelves this past winter.

Snap beans from Maine to Louisiana

It takes plenty of hand labor to harvest snap beans, whether they grow at the top or the bottom of the United States. Patriotic farmers way down East in Maine and way down South in Louisiana heard the war call for more vegetables, expanded their plantings of green beans, and gambled on their ability to harvest them. They were justified in their faith by schoolboys. Boys of the Scout troop in Penobscot County, Maine, saved a quarter million pounds of beans last summer, and schoolboys and girls of Terrebonne Parish, La., are even now picking the snap beans from an acreage six times that of last year.

School out to pick beans

The war seemed a long way off from the Parish of Terrebonne in southern Louisiana. But when the call came to plant more and more vegetables this year, the farmers responded wholeheartedly. They were asked to increase their production of snap beans by 10 percent. In their enthusiasm, they planted six times as many snap beans as last year—10,000 acres of beans. They planted 30,000 acres of Irish potatoes, too.

That is a lot of beans and potatoes, no two ways about it! But Terrebonne farmers refused to be discouraged by the shortage of labor and the mountains of vegetables. They held a series of conferences, enlisting the help of their county agent, the Farm Bureau, the parish war board, the Houma-Terrebonne Chamber of Commerce, and the parish police jury.

They decided that the teen-age boys and girls in the parish schools were the best source of labor, so they asked for the cooperation of the local superintendent of education, H. L. Bourgeois. Mr. Bourgeois was

wholeheartedly in favor of enlisting the young people as pickers if a satisfactory plan could be worked out.

The school board met, representing towns and rural districts alike, and a committee of the growers presented their problems. The school board came to the rescue valiantly, voted to hold school on Saturday so that the work of the term could be finished by May 15 rather than May 28. Harvesting of snap beans will begin about May 1, and from that time on school will be dismissed earlier each afternoon to give the boys and girls several hours of picking time before dark.

School busses will be used in transporting the boys and girls to and from the fields, and the pickers will be paid the regular rates which are based on the number of pounds picked. Approximately 2,000 workers will be made available through this plan, and those beans and potatoes should be picked in record time.

There was no compulsion about the board of education's plan, but the youthful recruits seem to realize that the need is acute and the time is short. Excellent cooperation seems assured.

Scouts save crop for Uncle Sam

About a hundred Maine youngsters from the Bangor-Brewer-Old Town-Orono area pioneered in a social and economic experiment in two shoestring-operated work camps near Dexter and Hartland to save a quarter million pounds of green beans which otherwise would have rotted on the vines for lack of pickers. The boys, averaging 14 years of age, were all members of Boy Scout troops; and they worked in the Penobscot County bean fields because Carl Thunberg of Bangor,

Katahdin Council Scout executive, was willing to gamble on their willingness and ability to reclaim a bean crop sorely needed in the war effort in a work entirely foreign to nearly all of them.

Carl Thunberg, the quietly brilliant, slightly stubborn, and entirely likable Scout executive, was willing to bet on the two most variable things known to mankind—weather and city boys in the country—to harvest that bean crop for Uncle Sam.

When he thought of establishing work camps for Scouts in the green-bean section of the county, several difficulties not easily overcome obtruded themselves: First, how to sell the idea to parents and youngsters; next, how to get equipment and supplies for the centers where the youth would stay; and how the enrollment at Camp Roosevelt, Scout institution on Little Fitts Pond, would be affected by the establishment of two noncost camps—camps where the Scouts earned money.

He put the matter up to the Katahdin Council committee which gave him permission to go forward with the project; and after several weeks of consultation with employment officials, packers, farmers, and youth leaders, the locations were chosen and the business of borrowing equipment from many sources began. Farmers, packers, Government men, leaders of youth; all agreed with the Scout executive that the jobs could be done by the boys. And they all pitched in to get stoves, tents, and other necessary equipment.

The camps are necessarily run in a business-like fashion. The St. Albans center is under the leadership of Manning N. Arata, field Scout executive of Hancock. It serves the area in and about Hartland. The Dexter camp, known as Camp Victory, is administered by Fred Quigley, Dexter school teacher, veteran Scouter, and a friend to all boys. Both camps work in conjunction with big packing companies.

The boys in the two "food for victory" camps work 6 hours a day, receiving approximately 1½ cents a pound or about 20 cents a basket for beans picked. A fee of \$1 a day is charged against each Scout—the amount calculated for operating expenses. This fee establishes the work objective of each camper, and each Scout allowed to remain at the camp must maintain average earnings of at least three-fourths of this amount. Scouts who pick at a rate beyond that which will earn their fees receive the balance due them at the end of their stay in camp. No cash transactions are allowed in the camps; a coupon system does the work.

The boy who doesn't want to work, or who comes to the camps anticipating to be boarded and paid for clowning his way through what is supposed to be a working day, returns home. This is war, even for youngsters.

There is a keen competition between the patrols at Camp Victory in Dexter, and a

kind of joyous, friendly rivalry springs up when a youngster triumphantly shouts "Basket!" and takes it to be weighed.

The Scouts are turning into real farmers, according to Fred Quigley, Camp Victory's director, who is seldom seen without a group of boys affectionately trailing him.

"They look at the sky like old hands and

want good weather as much as the crop owners," he says.

And Horace McKenney, a Dexter farmer for whom about 25 of the Scouts worked—a man who never wastes words—says, "Most of 'em are pretty good."

That is about as near to an accolade as one is likely to get.

MINNESOTA FARMERS will have opportunity to get some of the ideas in training inexperienced workers which industry has developed during recent months. Twelve Minnesota extension specialists have been trained in the job-instruction training method by a member of the Minneapolis regional office of the War Manpower Commission. At a special conference, April 12 to 15, all county agricultural and home demonstration agents received training and made plans to carry the ideas to farmers. An extension committee is adapting the Job Instructor Training guide to agricultural use. Those who saw L. J. Fletcher of the War Activities Committee, American Society of Agricultural Engineers, give the introductory JIT demonstration at the Baltimore and St. Louis labor conferences agree that "it is the best demonstration on how to give a demonstration" that they have seen. The JIT slogan, "If the worker hasn't learned, the instructor hasn't taught," is sound extension philosophy.

RECRUITMENT OF BAHAMA ISLANDERS for farm work in south Florida began on March 25. The first group arrived at Miami April 9; about 5,000 are expected. The Government of the Bahama Islands signed an agreement with the Department of Agriculture providing for the importation of workers, both men and women, from the islands into the United States for agricultural employment in Florida and adjoining States. This is the second agreement which the United States Government has negotiated to bring in foreign farm workers to assist as needed with this Nation's wartime food and fiber production in labor-shortage areas. A program for the employment of Mexican agricultural workers in California, Arizona, and other southwestern States has been in progress since last August. An agreement has been worked out with the Government of Jamaica, calling for importation of up to 10,000 workers.

The challenge of the 99 percent

FRANCIS FLOOD, Assistant to the Administrator, War Food Administration

The 99 percent of the Farm Labor Problem which Colonel Taylor says will be solved in the country is in the hands of three groups—extension workers, emergency laborers, and farmers.

■ It is both a compliment and a challenge to Extension when Lt. Col. Jay L. Taylor, deputy administrator of WFA in charge of farm labor, insists that the farm labor problem will be solved about 1 percent in Washington and 99 percent in the country. Colonel Taylor has made that statement repeatedly. He made it at each of the regional extension conferences held in April, and the streamlining of his program indicates that he intends it to work that way.

The Job Is Vitally Important

It is a compliment because the larger share of the administrative responsibility has been handed to Extension—as every extension worker knows by now. It is a challenge because it is one of the biggest single assignments Extension has ever had in its history of big assignments, and because of the vital importance of the job itself.

But, although Extension has the administrative responsibility, the over-all responsibility for solving the farm labor problem is shared with two other groups. They are similarly responsible.

One of these groups is the available labor supply itself. There are hundreds of thousands of workers who can do farm work who are not on farms now. These include townsmen available for part-time or full-time work. They include high-school and college students who are willing and strong but inexperienced. They include women. They include retired people who have earned retirement and in peacetime should not be expected to work but who in wartime can make a hand.

It is the responsibility of these people to go out to the farms and prove their worth and work. It is from this group that the U. S. Crop Corps will be enlisted or not, depending on how this group meets its responsi-

bility. Last year the response was splendid. So far this year the response seems to be even better. Countless incidents are reported every day of the people responding to the call for farm help in the emergencies. During the sugar-beet season last fall, one western town practically closed up while the people worked in the beet fields; and on the door of one closed beauty shop a sign read: "Back at 6. Out in the beet field. Why aren't you?"

They seem to be meeting their responsibility.

The other group that shares the responsibility is made up of the farmers themselves. Theirs is a big share. The farmer wants skilled and experienced help, especially at this time when he is trying for greater production and perhaps has less machinery, equipment, and supplies with which to work.

But it is the farmer's responsibility to use this inexperienced labor this year. If he does use it, and if he trains it carefully, it will help to meet his labor problem. If he refuses

to use it, he has not done his part to meet the problem.

It is the farmer's responsibility to compete with the armed forces and the war industries for this labor supply. He can hire this labor, or refuse to hire it and watch it go to other employment.

Lieutenant Colonel Taylor said recently on the radio: "The farmer will not get his share of this labor if he refuses to hire a young man because he is inexperienced. Remember that thousands of young men who were not experienced as farm-tractor drivers are now driving General Sherman tanks and flying bombers—and, believe me, that is skilled work, too. It is the farmer's responsibility to be as willing to use this labor and to teach it as the Army and the war industries are."

Success Demands Teamwork

If the total effort succeeds, it will not be because of the Extension Service alone, or the labor supply alone, or the farmers alone. It will be because all the agencies, both official and unofficial, worked together to arouse in the consciousness of the potential labor supply the need to offer their services on farms and to arouse in the consciousness of the farmer the need to use this labor and make the most of it.

It is a joint responsibility, this 99 percent that lies in the country. Extension can be counted on to do its part.

Crop Corps gives certificate of service



■ When they are placed in their first job all workers in the U. S. Crop Corps will receive a certificate like the one shown. This certificate, to be given by the county agents, bears the signatures of the War Food Administrator and the chairman of the War Manpower Commission. It is countersigned by the State director of agricultural extension. The certificate is about 9 by 11 inches, but a small edition about the size of an automobile driver's permit will be given to migratory farm workers, both domestic and foreign. Some of these cards will be printed in Spanish for the Mexican workers.

City workers on English farms

MARY GRIGS, Women's Editor, Farmers Weekly, London, England

Many extension workers met Mary Grigs on her recent swing across the country from coast to coast, visiting home demonstration workers and farm homes in dozens of States. She was interested to see that home demonstration agents knew as much about what was being done for agriculture in their own counties as the men agents did. She follows plans for the American Women's Land Army with great interest because she believes so thoroughly in the English land girls, whom she describes for REVIEW readers in this article. As she sails for England, she sends a greeting to her many, many new friends in rural America.

■ In England, we also have a farm labor problem. Men, with us as with the United States, were wanted for the armed forces and for industry. All but the essential workers, in the essential aspects of food production, had to be taken from the land. We were, too, faced with the urgent need to raise more food from our own soil than ever before. There were various ways of raising it—by plowing up half as much acreage again as was in cultivation before the war, by more intensive production, by stepping up the quality as well as the quantity of crops. But all such plans turned on an adequate labor supply. It is largely due to the city people that farmers in the British Isles have been able to provide enough food to keep the people healthy.

The Women's Land Army is the most conspicuous organization of this aspect of the war effort, and perhaps it has made more difference to the farmer's opinion of townfolk than anything else could have done. Sixty thousand women and girls who were stenographers, manicurists, college students, waitresses, or just leisured women who knew the rural areas only as holiday playgrounds are now working full time on the farms. They get very little pay compared with industrial workers. After deductions have been made for board and lodging, the guaranteed minimum is around \$3.50 a week. Theirs is a war job, and they have gone into it on that basis.

Being on a small island, importers before the war of two-thirds of everything we ate, we soon realized sharply that food is as vital a weapon as any in the armory.

Being a "land girl" means taking on one of the hardest, longest, and proudest tasks in the battle. It also means learning as much as possible of an entirely new skill in the shortest possible time. The Land Army has a 4-week training, either at an agricultural college or at a farm recognized by the authorities for this purpose. You do not learn in 4 weeks to be a farmer—or even a skilled farm laborer. But you learn how to milk by hand or by machine; you discover a little of what raising food means, your muscles get limbered up, and you acquire a rudimentary

understanding of a good many of the jobs you may be needed to do—and of the responsibility that goes with doing them.

After that training, the girls either go out onto individual farms or are given additional instruction in specialized work. Most are on individual farms. They are "billed" either with the farm family or in a nearby cottage. Then, according to their aptitude, they will gradually take over more and more of the routine work so as to free the farmer and his keyman or men—according to the size of the farm—for the highly skilled and technical operations. Many farmers who looked on this whole scheme very doubtfully, and did not really believe it would be any good, have said candidly that in many respects these girls have turned out to be more efficient than the men—in the milking sheds, for example, and

Mary Grigs talks over some of the problems of a Women's Land Army with T. B. Symons, director and dean in Maryland, where one of the first short courses to train city women for jobs on the farm was offered. Miss Grigs talked with some of the 26 women just completing their 2 weeks' course.



with young stock; on truck farms; and in some of the fruit-growing work.

As for the more specialized training, that takes various forms. The County War Agricultural Committees, which in some ways do the work of your War Boards, have instructed hundreds of groups of girls in threshing grain, tractor driving, and plowing; in the maintenance and repair of farm machinery; in handling the difficult and often exceedingly heavy business of land clearance and drainage; in forestry and timber work; in pest destruction. Groups of girls are helping to free the farms of rats by taking a special course in using ferrets for this purpose. Lately, another special course has been taken in seed dressing, and WLA girls will this year be going around the countryside to dress home-saved seed with an organo-mercury compound. For some of the work, it is more sensible to house the Land Army in hostels than in private billets; and then they live very much as if they were in a real army—in wooden huts, sleeping in two-tier bunks, with a common recreation room.

But whatever their work or the conditions of living, the girls feel that farming gives them an opportunity nothing else can offer. It opens up a new skill and a new way of life. Their uniform—they have a good, free uniform: shirt, knee-breeches, knitted stockings, shoes, overalls, overcoat, hat, raincoat—is a symbol of a form of war work that has no room for fools or for slackers. It is bringing a new kind of mutual understanding between town and country. And it is a considerable part of the reason that Britain is now raising two-thirds of her own food instead of one-third.

Tips for teaching new farm workers

TYRUS THOMPSON, State Club Leader, South Dakota

■ Sheep ranchers and foremen in South Dakota trained more than 100 boys from the towns of Deadwood and Lead to help during the lambing season on the western ranges of the State. The ranchers and foremen were trained by State and county extension personnel.

Farmers and homemakers face a huge job of training new and inexperienced workers this year. Many inexperienced persons will be going onto farms and into homes to assist with the essential work of farming and home-making. Every farmer and homemaker has a particular way of doing jobs on the farm or in the home, and usually has good reasons for the methods used. It is logical that much of the training should be done by the farmer on his farm or the homemaker in the home.

Good instruction will greatly reduce the time required for new workers to learn new jobs, and also reduce wastage of materials, damage to equipment, and accidents.

Realizing this, the State Extension Service is attacking the farm and home labor problems with the slogan, "If the worker hasn't learned, the instructor hasn't taught."

The farm job-instruction program was started by first presenting and pointing out the possibilities of job-instruction training to all State and county extension workers at two meetings held for county and State extension workers. One meeting for all east-river county extension agents and State workers was held at State College, Brookings; and the other meeting was held at Rapid City for all extension agents located in counties west of the Missouri River.

Following these two extension meetings, plans were made to have a job-instruction training institute under the direction of an instructor from the regional office of the War Manpower Commission at Minneapolis.

Extension Director John V. Hepler named me, as a member of the State Extension La-

bor Committee, to head the job-instruction program in the State. The job-instruction training institute of 4 days, which was held at the State College, April 5 to 8, was planned by W. E. Dittmer, district extension supervisor and chairman of the State Extension Labor Committee; K. Lorette Nelson, home management specialist, in charge of Women's Land Army activities; Milo S. Opdahl, district 4-H Club agent, supervising the organization and training Victory Volunteer Youth Corps, and me.

The 10 State extension workers selected to attend the institute conducted by A. B. Algren, regional chief of training, War Manpower Commission, Minneapolis, were W. E. Dittmer; K. Lorette Nelson; Milo S. Opdahl; S. W. Jones, agricultural planning specialist; George Anderson, farm management specialist; Maude Stitt, extension nutritionist; Esther A. Taskerud, assistant in club work; Clarence Shanley, district extension supervisor; and T. O. Larson, district 4-H Club agent; and me.

After 30 hours of training, each was certified as a qualified war production trainer. The next objective was to use these qualified persons in training all the county and State extension personnel in order to make an educational contribution to the agriculture of the State. Two-day meetings were arranged for all county and home extension agents, meeting in groups of 7 to 10, the last 2 weeks of April to receive the 10 hours of job-instruction training.

County and home extension agents in every county of South Dakota then will conduct job-instruction meetings in their counties among farmers and homemakers.

Food production is essential to the Victory program; and the national production of foods, fats, and fiber can be greatly increased with fewer people if the inexperienced are properly instructed in learning new jobs.

LABOR RECRUITMENT is successfully under way in Johnson County, Wyo. Seventy high-school boys, enlisted to help in lambing, began their work in April. An arrangement was worked out with school authorities so that the boys could make up for time lost. Cooperating with the local post of the American Legion, 166 oil workers were signed up to work on ranches during the 2 days they have off each week and their 2-week vacation period.

Husking bee, 1943 version

Giving many of her Sundays and holidays to work on nearby farms, Ruth Dunbar Donald, a stenographer in the Department of Agriculture, Washington, D. C., on weekdays, tells of her experience.

■ Farmers in the vicinity of Washington, D. C., are cooperating splendidly with the week-end farm workers of the American Women's Voluntary Services, and are appreciative of the help being rendered by them.

Sunday morning, April 18, a crew of 30 of these week-end farm workers—loaded into the AWVS station wagon and extra automobiles—headed for the Leeton farm in Fairfax County, Va., operated by Sidney Smith. Their assignment was corn husking.

Except for their work gloves, they looked like the usual city crowd off for a hikers' holiday. For some of them it was their first experience at the work. Others had been at it for several week-ends. All of them were stenographers, telephone operators, radio mechanics, or Government clerks during the week.

When the workers reached the Leeton cornfield at about 10 o'clock, Mr. Smith gave a few minutes' instruction and demonstrated by shucking a few ears. Then the 30 workers went to work, and in about 5 hours had shucked out the field, piled 250 bushels of corn, and tied 500 bundles of fodder, ready for the farmer to haul out of the field on Monday.

The work cost the farmer \$16, and 250 bushels of corn and 500 bundles of fodder were out of the way of the spring crop and added to the Nation's feed supplies.

AWSV week-end farm hands are paid according to the work they do, piece-work fashion. As their experience increases, the amount of work they do increases. They gather cress, pick fruit and vegetables, and do many other such jobs. They shuck corn and clear a field for the oncoming crop; and, at the same time, get a great amount of fresh air into their lungs, exercise into their muscles, and morale into their backbones.

Most important of all to them, they get favorable comments from the farmers: "They did good work. Will need workers again about June 20 to harvest wheat. Will call."

The Juniors, too, have been doing their share of farm work. On Saturday, April 17, for example, 12 of the Junior AWVS girls, under the leadership of Mrs. John McNamara, worked at the Leon Joyce farm near Camp Springs, Md., where they pulled and bunched 2,400 bunches of spring onions for market. Not the pleasantest kind of farm work, either; yet the youngsters wrote on their work slips such comments as "swell" and "fun." One girl wrote "I still like it." The farmer said: "Send them back again as soon as possible."

City workers who shuck corn and pull onions apparently are in earnest about wanting to help, as indicated by these examples of the many and varied types of farm jobs they are doing.

nonfarm high-school youth, including Boy Scouts, High School Victory Corps members, and others. However, this labor, it was pointed out, would necessarily require some special training and the direction of local leaders, teachers, or school principals.

Jones County leaders believe that there is an abundant supply of labor available for meeting all needs of production and harvesting of crops in the county if it can be organized and unified in accordance with the needs. Present indications are that prices of farm produce will be sufficient in 1943 to guarantee a desirable wage scale for farm labor.

A local committee is being organized, which will coordinate and unify all efforts of recruiting, training, placing, and handling local available labor in connection with the farm needs.

Last year in the Copiah County truck area, the public schools operated during rush seasons on a short-day schedule, which permitted the boys and girls to spend afternoons in the fields and help to harvest the heavy bean, cabbage, and tomato crops.

The rural boys and girls who were dismissed from school at noon went to their respective homes and helped to harvest crops on their own farms. The older boys and other available town laborers were organized into groups and transported by trucks to the farms.

Town women also played an important part in solving the labor shortage. Women replaced, in most cases, the men who had been employed at the packing and grading sheds, thus releasing more men to work in the fields.

With the help of city and county leaders Marion County farmers have set out to solve their labor problems. Approximately 2,000 farm laborers were pulled off the farms in Marion County as the result of new industrial enterprises established in Columbia.

The county farm-labor committee organized in Marion County consists of the county agent, home demonstration agent, assistant agent, superintendent of schools, secretary of the Chamber of Commerce, and the manager of the local canning plant.

This committee proposes to adjust the rural school program to permit farm boys and girls to assist in heavy-season jobs; to transport surplus labor from submarginal area where lumbering is slowing up, to organize available idle labor in the towns, and to mobilize and utilize trained high-school and nonfarm youth.—*Jack Flowers, associate extension editor, Mississippi State College.*

Labor resources materialize in Mississippi counties

■ Organized harvesting groups of rural students in Jones County, Miss., not only proved satisfactory to the boys and girls who helped to pick beans, cut spinach and mustard, and dig sweetpotatoes, and to the farmers and the local cannery plant, but also assured the producers of canning or processing crops of a labor supply sufficient to meet the needs for this production and harvest.

At a recent conference, officials of the Mayhaw Cannery Co., at Laurel, Miss., leading farmers, and extension leaders recognized that past experience in adjusting the local school program to permit the use of farm boys and girls for work in their respective communities had proved satisfactory.

Some farmers were a bit skeptical at first toward a plan to have the students

work in a group and go from farm to farm harvesting crops in their own community. However, farmers who desired to have their children assist in harvesting crops on their own farms soon realized that the group spirit which existed under the leadership of the local teacher proved even more valuable. The plan proved successful last year and will be followed again this year.

Another source of labor in Jones County, which is expected to be organized soon, is a lumber mill which is about to finish cutting most of its timber, when a number of its employees will be dismissed. Most of these laborers come from farms; and, according to farmers, this is the next most desirable labor to be obtained.

Still another source of labor, which will be utilized if needed for special jobs, is the

Production must go forward

Agents speed aid to overcome flood damage

■ Beginning in May and continuing into June agents in hundreds of Midwest counties took their places among other agencies doing their full share in battling the flood. They helped farmers to overcome the damage done and get the vitally important crops planted in spite of the flood and its aftermath. In many counties it could be said, as it was said of County Agent D. D. Brown of Warren County, Mo., "He was the first man to visit farm homes when the floodwaters in the Missouri River lowlands gradually receded, and he was the last man out in the earlier stages of the flood."

Agents have been on the job morning, noon, and night, organizing labor and machinery pools, encouraging the farmers, collecting new seed stocks, planning for the vaccination of cattle and hogs against disease, locating facilities for cleaning tractors, and, in short, finding some way to meet the 101 problems which such an emergency produces.

The neighborhood leaders, because they were ready and knew just what to do; called at once upon that good neighbor spirit of mutual helpfulness in time of trouble. In Illinois, a week before the flood tides reached their crest, 30,000 neighborhood leaders had been supplied with replanting recommendations to guide them in giving aid to their neighbors.

Neighborhood leaders were especially helpful in St. Charles County, Mo., where the Missouri River flooded 677 farms. All livestock had to be taken out and provided with temporary range on adjacent uplands. For a time it appeared that there would not be enough hay to meet the requirements of animals crowded into temporary enclosures. The upland farmers began immediately to cut alfalfa which had been held back by unseasonal cool cloudy weather. Even though it was difficult to cure this hay, it was possible to provide livestock feed for the emergency. In these operations leaders located quarters for refugee families, and shelter, range, and forage for animals. They helped the agents in gathering information about distressed farm families and damage to buildings, equipment,

machinery, levees, fences, and stocks of seed and feed.

In Arkansas extension agents worked with the Red Cross in a campaign to obtain donations of surplus garden seed. Collection depots were set up in each county. Home demonstration and 4-H Club members took the initiative in many counties, making a house-to-house canvass. Seeds poured in, some counties collecting as much as 300 pounds of seed of beans, mustard, radish, collard, corn, cucumber, cantaloupe, okra, spinach, and chard. Tomato and cabbage plants were offered in some cases. The seed collection drive was launched because preliminary surveys showed that local seed houses in some places were practically sold out of vegetable seeds, and the only sources immediately available were unplanted supplies in the hands of farm families and Victory gardeners.

The neighborly pooling of labor and machinery helped. Men on the lowland pooled their machinery and labor to help farmers on high ground get their crops in. As soon as the water receded and the ground could be worked, all went together to help get crops into the lowland fields. As many as 26 trac-

tors and outfits worked in one Illinois field at the same time.

Hundreds of tractors under water could not be used until reconditioned. The Army offered mechanics to help with this but complete mobilization of all local resources made it unnecessary to call upon the Army for this help. County machinery was used to haul farm tractors out on the road where they could be picked up by repair crews. Special labor-saving cleaning equipment was located and brought to strategic points. Extension agents, extension engineers, Army engineers, implement dealers, local mechanics, and many others cooperated in this campaign.

Needed labor came from every possible source: prisoners of war planted tomato plants in Johnson County, Ind.; at Vincennes, Ind., County Agent H. S. Benson enlisted 325 boys and girls from the high school to weed tomatoes; and Oklahoma townspeople answered agents' calls for help by volunteering to rebuild fences and remodel buildings. In Logan County, Ill., 24 businessmen—Rotarians, Kiwanians, and members of the chamber of commerce—took 2 days to canvass the entire city of Lincoln. They located 77 men with farm experience who would work after office hours and during week ends. In another Illinois county the agent and the local USES representative saved a strawberry crop by dramatic recruiting with a sound truck. A second truck followed and carried volunteers to the fields. The crop was saved.

Boy Scouts cut Delaware asparagus

■ Spring came as usual to Sussex County, Del., and found 1,000 acres of asparagus ready to be cut. Usually, about 300 additional laborers came into the county in time to cut the first asparagus and follow through with tomatoes, beans, and the other main truck crops; but this year at cutting time only 100 showed up. County Agent Frank Gordy knew that if the asparagus were wasted, the acreage of tomatoes and other crops greatly needed for the war program would not be planted. If they saw no prospect of harvesting, the farmers would not plant.

Something had to be done, so County Agent Gordy decided first to try schoolboys. He talked it over with Frederick Wellington, Scout executive for the Delmarva Peninsula, who carried the idea to a tri-State Scout meeting; and the Scouts agreed to see what they could do. The superintendent of the Wilmington schools was next interested and agreed to excuse 50 Scouts with an average of C or above in their studies from school for 2-week periods. Fifty Scouts were quickly recruited in Wilmington and vicinity.

Boy Scouts Set Up Camp

The next job was to convince the farmers that the plan was feasible. Some farmers with fields ready to cut felt that they were too busy and harassed to bother with a crowd of inexperienced schoolboys; but Harry Cannon, with 500 acres waiting to be cut, agreed to go 100 percent with any laborers who would begin work on his asparagus fields.

The local Bridgeville Boy Scouts set up their camp for the visiting Boy Scouts from Wilmington. The Scouts are supervised both in their work and recreation by two trained Scout leaders. A vacant house was turned over to the boys for a mess house; they lived in tents and started work at 6:30 a.m. With a rest period, they worked until noon at first but later worked a few hours in the afternoon, also.

They cut 40 acres a day at first, but soon were cutting about 90 acres a day, or nearly a quarter of the Cannon crop. Mr. Cannon wrote to Director Schuster: "Our experiment with the Boy Scouts is turning out beautifully. The boys are extremely happy, working about 6 hours a day, doing a good job, and I believe very comfortably housed. They prefer to live in their own camping tents; but we have provided showers, good toilet facilities, electricity for the camp, and a very nice house with refrigeration and stoves, in which they have their meals served; and all their work is right where they live. If the boys and the Scoutmaster want to work longer than 6 hours, the work is there."

At the end of the 2-week period, the first group returned to school in Wilmington, and

the second group of 50 boys came out to the asparagus camp. Among the most skillful workers, 25 were chosen to remain and help to teach the second shift. Most of the boys are about 16 years old, though some are 12 or 13. Mr. Cannon agreed to pay the boys 40 cents an hour, the usual rate he paid his adult workers. The boys were soon cutting as much asparagus as the older workers and were doing it just as well or better, Mr. Cannon reported.

The success of the boy asparagus cutters is doing much to give local farmers confidence that their crops will be harvested if they will do their share in getting them into the ground. What H. L. Cannon says about his experience with the boys cuts more ice than any amount of talking about putting in your crops and depending on emergency labor to get them harvested, says County Agent Gordy.

One factor in the success of the venture was the active cooperation of a county labor committee of 13 farmers representing the different commodities grown in the county and the representative in the county for the United States Employment Service, the State department of public education, the Farm Security Administration, and the Extension Service. These men talked over the venture, agreed to try it out, and supported the plan in every way they could. Neighborhood leaders are also contributing to the solution of the labor difficulties by making personal con-

tact with the more than 5,000 farms in the county and collecting the facts on where and when extra labor must be had. These leaders were given some training in collecting the facts so that they would be accurate and comparable in different sections of the county. The vocational teachers, both Negro and white, cooperated wholeheartedly in working with the boys until they learned how to cut. "Instead of a very few asparagus fields knee-high in Sussex, we might have had numerous fields," reported County Agent Gordy in telling of the experiences with Scout labor.

Soon after the Sussex experiment got under way, Ralph Wilson, county agent of New Castle County, Del., met with his farm-labor committee to discuss the knotty labor problem of 15 tomato growers with 175 acres to be set and no labor available. They decided to ask the superintendent of schools of Middletown, Del., for help. One hundred and fifty boys and girls were recruited. They worked in crews of three, one carrying the plants, one dropping the plants, and one setting them in the soil. It took them 2 days to finish the job with the help of vocational teachers, county agent, assistant agent, and other public-spirited men.

Off to a good start, Delaware farmers looked a little more hopefully to their peak season which begins the last of June, finishing the asparagus and tomato planting, going to bean harvest, then wheat and hay. "We're going to do everything we can to get help everywhere we can," said G. M. Worrior, associate director in charge of the labor program, and his able assistant, Frank Gordy.

"Now you have it," says County Agent Frank Gordy to a Delaware Boy Scout, who is doing his best to cut the asparagus so that none goes to waste in this year of war need.



Planning saves labor on fruit farms

HAROLD BROGGER, Research Planning Specialist, USDA

Harold Brogger is a member of the staff of the Department of Agriculture Field Office in Wenatchee, Wash., and has given special assistance in the solution of farm-labor problems in the fruit areas of the State. The field office has been established to coordinate the relationships and activities of farm families, rural and industrial organizations, and public and private agencies in connection with fruit problems in the Pacific Northwest. The Extension Service led in organizing grower land-use planning committees in the Wenatchee and Okanogan fruit area, which developed proposed recommendations for a long-range program to solve critical fruit industry problems.

Labor efficiency is not something that just happens. It is the result of careful planning and a thorough carrying out of the plans. A comprehensive program of improved orchard practices, community and district-wide orchard sanitation, and integration of business services, such as packing, warehousing, supplies, marketing, and production financing, were included in the long-range plans of the land-use planning committees in the Wenatchee and Okanogan fruit area.

In July 1942, the District Land Use Planning Committee approved a plan presented by its labor subcommittee to establish an over-all district farm-labor program. This was organized and carried out by the Farm Labor Supply Council which comprises LUP committeemen, large growers, public agencies, and businessmen. Coordination of local organizations and public agencies in dealing with mobilization of nonfarm people in the district, housing, transportation, and procurement of labor from urban areas, other out-of-district areas in the State, and from the Midwest were successfully accomplished by this program. Since December 1943, the educational subcommittee of the Farm-Labor Supply Council has been developing job training and studying and illustrating labor-saving techniques by means of slow and standard motion pictures in an effort to obtain greater productivity of labor and to save man-hours.

The lay-out of an orchard, the timing of operations, and the intelligent management of all activities in growing and harvesting a crop are powerful factors in influencing the final output of each worker on a fruit farm. What you do, when you do it, and whom you have to do it rank high as labor savers in the estimation of the educational committee of the Farm Labor Supply Council. Here is some tangible evidence:

The importance of tree spacing, for example, was not well recognized when many of the orchards were planted. As a result, trees in many orchards are too tall and frequently produce a low grade of fruit be-

cause of crowded trees. The tree fruit branch experiment station in Wenatchee conducted an experiment on reducing the number of trees from 54 to the acre to 27. During the first 2 or 3 years the 27 trees as compared with the original stand of 54 trees did not produce so many bushels of fruit per acre, but the quality, color, and uniformity of size obtained resulted in a net return greater than that received in previous years. After a period, usually of not more than 3 years, production on a high-producing orchard with open planting will be equal to or greater in bushels per acre than with close planting. Approximately 40 percent less labor was required to produce a crop through harvest on the open planting than on the close planting, for the first 3 years after spacing. It is estimated that 75 percent of the growers in this district have carried out a tree-spacing program this year.

Cooperative Purchases Brush Shredder

A community cooperative of about 40 growers has purchased a brush shredder which has reduced the labor required to rake, haul and burn brush after pruning. On the experiment station, 72 man-hours were used in connection with the operation of the brush shredder as compared with approximately 120 hours needed for raking, hauling, and burning brush. The cost was \$132, including per hour use of the machine as compared with the cost of \$158 for raking, hauling, and burning brush, which includes a \$2 an hour cost for use of the tractor and equipment.

In addition to the saving in man-hours, the brush shredder leaves organic material for use in soil building for which the Agricultural Conservation Program pays growers at the rate of \$8 an acre. The operation of the brush shredder also diminishes the hazard to the cover crop which is experienced during brush raking by tractor and brush rake.

In pruning, man-hours can be saved by having the heavy cutting done by a skilled man, and the lopper work by an unskilled man. The exact amount of man-hours saved by

this method has not been determined, but many growers are following this practice. Another practice that saves labor on pruning is to remove all tree stumps, which eliminates the necessity for trimming the stumps.

By proper timing of sprays and thoroughness in spraying, the number of cover sprays can be reduced. However, no experimental data are available on this practice, because relative conditions relating to weather and various intangibles make it difficult to apply any set of principles to all orchards and to all growing seasons.

Spray programs can be made less costly and in turn require fewer man-hours by an organized program of community-wide orchard sanitation, such as has been carried out in this district by the community land-use planning committees. This program requires a definite effort to remove abandoned orchards and clean up all sources where overwintering larvae may exist.

Better financing has enabled many growers to apply the best-recommended practices in insect control in contrast to former years when inadequate financing would not provide such funds to carry out an adequate program. Better prices have also had their effect on providing adequate funds for financing spray programs. An adequate spray program will also reduce the number of culs and, consequently, save time incident to their handling.

Townspeople To Help Harvest

Man-hours can be saved by proper arrangement of the crews, but this depends on the variable conditions in the orchards. Man-hours can also be saved in training men to handle their equipment and to employ a minimum amount of movement and effort. In cooperation with vocational agriculture and community land-use planning committees, the educational committee of the Farm Labor Supply Council has arranged to carry out a job-training program whereby orchard operators and foremen will train apple pickers. The output per worker is expected to be increased substantially by this program.

Man-hours consumed in thinning can be reduced by spending more time on pruning, such as pruning in more detail and cutting back pendent limbs, probably as much as one-third of their length or more. Experiments are being carried out in Oregon in regard to the use of toxic sprays. The sprays are put on in strips and at certain critical periods, which will have the effect of eliminating the development of a large number of blossoms. The flail method of beating off apricots, used to some extent on peaches, reduced the number of man-hours required to complete the same operation by hand.

Harvesting labor might be used more efficiently if, instead of having fancy and extra-fancy grades of fruit, a combination grade be used which would reduce color picking. Any reduction of color picking, whether by relaxing or an agreement on a combination

grade, would reduce man-hours in picking and facilitate handling of the fruit in the orchard. With a combination grade, growers would not tend to wait for color. Thus, the period of picking might be extended by a week or 10 days, providing fuller utilization of available labor supply and a better opportunity to save the crop, especially in the event of an early frost. From 12 to 20 percent of the man-hours used in packing and warehousing could be saved, according to

estimates of packing and warehouse managers. The capacity of grading and packing facilities would be increased, facilitating more rapid intake of fruit from the orchards. In the event a price ceiling on apples is established, adoption of a combination grade might be advantageous, because it is expected that the price of this grade would approach the ceiling price, thus no loss to growers would be caused by eliminating the extra-fancy grade.

is being assisted by trade center committees in placing men.

Ward Foster had needed a man on his farm near Gibbon all spring but did not know where to apply. After the program was under way, he came to me, and I recommended George Mast who was farming 20 acres—not enough to meet the unit requirements. Mast and his wife now are helping to produce crops and considerable livestock on Foster's 240-acre farm.

Day nurseries for children of harvest workers

During the summer of 1942, before crops were harvested, the growers who realized their need for more help worked through the Manpower Commission to request assistance in establishing nursery schools so that women could be freed to help with the harvest.

A committee was called of growers and heads of organized groups, including the Agricultural Extension Service, the County Welfare Department, WPA, PTA, and women's clubs. This committee selected one leader to delegate duties to different members of the committee, and in this way each group helped with the organization. Three nursery schools were set up giving all-day care which included three meals. School buildings were used for all three schools. WPA cooks and surplus commodities were available at that time. In two nursery schools, supervisors were paid by WPA; but in one, the supervisor's salary was paid by the growers, and that school was sponsored by the farm bureau. A very small fee was charged for each child.

The home demonstration agent met with the committees in an advisory capacity and at times visited the nursery schools to help with selection of equipment and to give suggestions in menu planning.

The nursery schools proved to be an effective means of freeing between 75 and 100 women for work in the harvest at a time when crops would have been wasted unless additional help had been available.

One story has come to me of a young man and his wife who had the opportunity to be crew bosses, provided that their two children could be taken care of in the nursery school. This woman was exceptionally capable and was the first woman chosen to act as a crew boss. Because she did not have the care and worry of her children, she was able to perform her duties as well as a man who might have held her position.

As a result of the success of these nursery schools in 1942, plans are now under way for the establishment of more nursery schools in the areas where the help of women will be needed in the harvest.—Marion C. Burgess, home demonstration agent, Merced County, Calif.

Finding farm help

CECIL FAUSCH, County Agent, Sibley County, Minn.

Sibley County is doing something about the problem of losing young men to the Army at the expense of farm production.

This "something" is cooperation between existing agencies in the county, and it has resulted in filling more than 300 farm jobs with men of farm experience or ability.

The keystone is the Extension Service, but it never could have been done without the help of the Selective Service Board, the United States Employment Service, county welfare supervisors, and—perhaps most important of all—many citizens' committees in the towns around here.

Last fall, farmers of the county became concerned over the number of boys leaving farms when drafted or to take jobs in defense industries. A conference resulted between the draft board, welfare supervisors, and employment service.

Out of this came an agreement to have the draft board turn over to the county agent the names of all 1-A men who had farm experience.

I wrote to each of these 1-A men, explaining that they were subject to Army duty because they were employed in nonessential work or were on farms where the number of units of production were not enough to justify their staying. Enclosed was a card, asking the man's family status and whether he would prefer going into the Army or moving onto a farm where his help was needed.

More than 250 replied that they were willing to serve their country by producing food. Their cards were turned over to farmers who needed help, and the men were employed.

This is how the plan worked: A young railroad worker was classified 1-A. He had had some farm experience. George Nelson who operates two large farms needed a hand. The boy was recommended to Nelson. Because Nelson could not accommodate both the young man and his wife at the farm, the young man went to work on the farm, and his wife lives and works in the city. Nelson says the young man is one of the best hired men he has ever had.

The welfare office looked up able-bodied men on pensions who might take part-time work, filling in for men who might be ill. Some who felt they could handle light jobs regularly were taken off pension lists for the duration. Elmo Downs of Blakeley hired a man over 65 for yard work.

Day laborers were put on full-time jobs through the help of businessmen in each of the towns. The men handling the job are: John Kiecker, Gibbon; Carl Hanson, Winthrop; Charles Strobel, Arlington; William Kroonblad, Green Isle; Allie Wigand, Henderson; Emil Albrecht, New Auburn; and the county agent at Gaylord.

The program now has been brought into line with the plan of Paul E. Miller, director of the State farm help program, tying in the loose ends. The county farm help committee

A close-up of the labor situation in northeastern South Dakota

The value of local examples in interpreting national situations is ably proved in these excerpts from a series of articles prepared by John M. Ryan, extension editor, South Dakota, and widely used by the press of the State.

■ By putting the entire family to work practically night and day, farmers in northeastern South Dakota think they can get all of this spring's crop into the ground; but it is going to be up to town people, high-school boys, and whatever supplementary labor is available to help get it harvested and threshed.

That seems to be the general opinion of approximately 30 farmers in Edmunds, Day, and Codington Counties.

By superhuman efforts, farmers in those counties are increasing their production of practically all farm products called for by the Government. They are making these increases despite the fact that a boy has left practically every farm to enter the Army.

In Edmunds County, corn acreage is increased 28 percent this year; oats, 36 percent; barley, 44; cattle, 6; sheep, 5; baby chicks, 104; spring sow farrowing, 65 percent; fall farrowings, 159; and flax acreage, 147 percent.

This increase of livestock and crop acreage is not being made by plowing up ad-

ditional land but by putting land which previously lay idle into production this year. Decreases in rye, sorghums, millet, sudan grass, and alfalfa have also released more land.

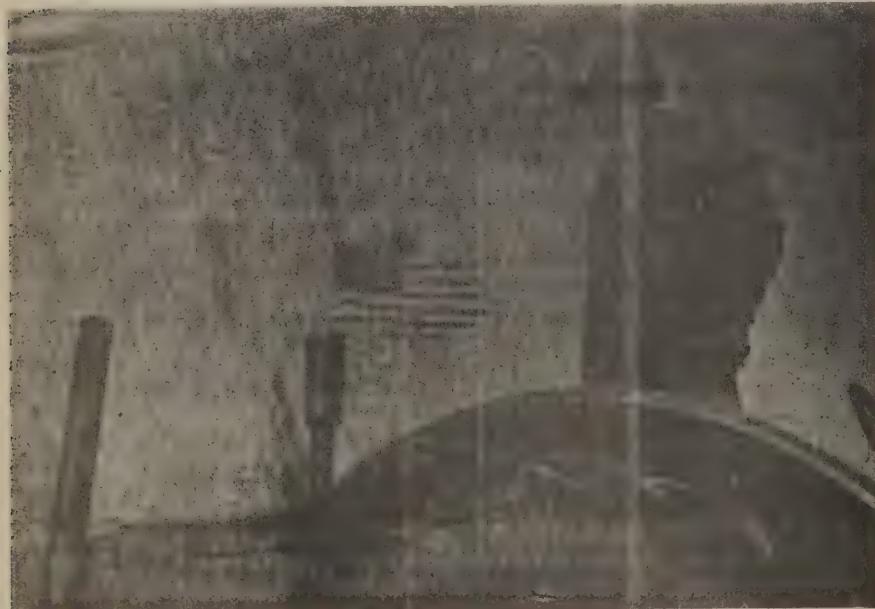
How has it been possible to make these increases with so many boys in the Army? Take the case of E. L. Friedrichsen, a large operator in the southern part of the county.

Mr. Friedrichsen has two boys in the Army who formerly helped on the farm. Last winter the family reduced their ewes from 100 to 50, cut the cattle herd from 60 to 40, but increased the number of hogs. This year Mr. Friedrichsen planted his normal acreage with the help of his father, who is 77; his brother, Emil; and Mrs. Friedrichsen.

"The whole family gets up at 5 o'clock every morning, and we work until at least 9 every evening and hurry all the time," Mr. Friedrichsen said. "I don't believe we do quite so good a job of farming as we would if we had plenty of help but we just have to do it any way we can."

Despite his 18-hour day in which "I hurry

South Dakota's Byron Jones, a wounded veteran of World War I, always flies an American flag on his tractor. "The Old Flag means a lot to me," he says. He buys three new flags a year to keep one flying on the tractor.



all the time," Mr. Friedrichsen finds time to act as an Extension Service neighborhood leader and, as such, just recently completed canvassing his neighborhood in the war-bond drive.

He thinks that high-school boys would be helpful in solving farm-labor problems if they had some training. He had two boys last summer in threshing who were of little use when they first came out, but after a little training and patience they developed into valuable hands.

Reuben Kirschenmann, a neighbor of Mr. Friedrichsen, agrees that the high-school boys and other help from town would greatly assist.

"I can teach anyone to work on the farm if he is willing to work," he says. "The big thing is, he must be willing. I should be glad to get hold of anyone who wants to work, and I should appreciate anybody who tries to help me. Work on the farm with the modern machinery we have now is not hard."

Mr. Kirschenmann has reduced his farm this year by 170 acres; but another neighbor is now farming that part, so the land is not idle. He has 600 acres of small grain and 100 acres of corn which he is putting in with the help of one man. He has maintained the same number of livestock as last year with the exception of hogs. He has 17 brood sows this year—8 more than last year.

Girls Needed To Work in Homes

It would help to solve Mr. Kirschenmann's problem if he could hire a girl to work in the house. That would allow his wife to do some of the outside work that a town girl would not know how to do.

Another neighbor who also thinks that a girl to look after the house and the children would be enormously helpful is Gerald Ryman. Mrs. Ryman has always been a "home lady" taking care of the house, but this spring she has been helping with the lambing, which is practically a full-time job now. So far, they have not been able to hire a girl.

Mr. Ryman thinks that businessmen coming out from town are of great help to farmers during harvest and threshing; but the 30 miles he lives from Ipswich, 25 from Bowdle, and 15 from Roscoe rule out much hope for help in that direction.

The Ryman family is on the go from 6:30 a. m. until long after dark with the tractor at work in the field from sunup to sundown. The son, 12, and daughter, 10, assist in the house before and after school to help their mother who is busy out of doors. With the help of the children, the family have been able to milk as many cows this year as formerly.

A good example of a farmer who had this extra help during harvest last year is Frank Schwab, Edmunds County farmer. Last harvest, 24 men from Aberdeen came out to his place one night, and 12 men each succeeding



By hurrying all the time from 5 a. m. to 9 p. m. E. L. Friedrichsen and his brother Emil are keeping their South Dakota farm producing while Mr. Friedrichsen's two sons are in the Army. Mrs. Friedrichsen and the father, 77 years old, each carry a man's full load.

night, until they had shocked 350 acres of grain. He lives 14 miles from Aberdeen.

"I don't know what I should have done without their help," he says. "They saved my crop for me. I paid them \$177 in regular wages and was glad to because they saved my crop. I also paid the men who drove their cars extra. I tried to show them that I appreciated it."

Mr. Schwab is farming 600 acres this year, getting along with one hired man. Formerly he farmed 900 acres and always had two men. He has one son who is a ferry pilot in the Army and a daughter who is a member of the Navy WAVES.

He would like to hire a high-school boy in haying time, and believes that if he hired him early, he would have him trained so that he would be of value on the combine during harvest. He finds that high-school boys learn easily and quickly to work on the farm.

Byron Jones, who farms near Ipswich, is another man who believes that high-school boys and other people from town must provide much of the harvest help this summer. He is not one who believes that they are of little value. He says, "Whatever they do is a help to us."

Mr. Jones has made a 50-foot-wide harrow and uses a 14-foot disk and drill pulled together to speed up the work this year. Mr. Jones carries an American flag constantly on his tractor, buying three flags a year. He was wounded in France in 1918 and, as he says: "The Old Flag means a lot to me. I think it inspires me when I'm tired."

The Ipswich city schools have a "speed-up" program in operation which will allow high-

school students to complete their work earlier, so they can get out and help on the farm. R. W. Dennis, superintendent, reports that 25 boys, including 8 or 9 town boys, are taking advantage of this program. Seventy-five percent of the 154 students in high school are from the farm.

Farmers are among the most ingenious people in the world. W. G. Long, who farms 7 miles south of Webster, is showing how farm-labor needs can be more evenly spaced over the year, solving a great many labor problems.

Mr. Long is planting 200 acres of corn this year, but he has the corn in five small fields so that it may be "hogged off, cattle off, and sheeped off" to save labor. He has the fields planned so that each unit can be hogged off separately without interfering with the remainder or making the building of new fences necessary.

He has also planned his small-grain crop so that the harvest will be spread out. His barley will be ready to harvest first, then his oats, then his wheat, and lastly his 200 acres of flax. Last year it all came at once, but he thinks he has that fixed this year. By this means, he believes he will save the work of 2 men during harvest.

He is building a bucker on an old truck to use in threshingtime to bring the shocks up to the machine, and thinks he can save the need of four bundle wagons in that way.

"No help is going to come to us right out of the blue sky," Mr. Long declares, "and we must solve a lot of our problems ourselves. Careful planning will solve a lot of labor problems which look hard now."

300 Scouts ready for work

"We have guaranteed our county agents the services of 300 Scouts, with all necessary field equipment and leadership, to help whenever and wherever they are needed in the food-production effort of this region."

That report was given by C. W. Woodson, executive of the Potawatomi area Boy Scout Council, to the Wisconsin Extension Service.

The Potawatomi area group, which takes in scouts from Waukesha, Dodge, Jefferson, and Walworth Counties, Wis., has also contacted employment service officials in Waukesha and Watertown and promised to help in any way those officials suggest.

Mr. Woodson believes that Scouts will be especially valuable in furnishing portable labor camps, with Scout leaders at work along with the boys. He said:

"We're keeping in particularly close touch with the Waukesha County agent, J. F. Thomas, and getting ready to help whenever he calls on us."

Oregon organized for action

1943 plans to meet a critical labor shortage are based on successful experiences in harvesting last year's crop.

The greatest acreage of farm crops and the largest livestock, milk, and poultry output in the history of the State was the record last year of Oregon farmers. More important, this record-breaking production was harvested and handled with almost no loss. These Oregon farmers faced all obstacles familiar to production and harvest in these war-emergency days. Perhaps the main obstacle, labor shortage, was more acute here and in other coast States than in many places, because the Pacific coast cities were then as now teeming centers of war industry. Aircraft construction and shipbuilding are at the top of a long list of war requirements. In addition, many huge cantonments and smaller military camps were under construction in the Pacific area. These buzzing factories and shipyards and construction camps, all with high wage scales had, by the spring of 1942, depleted the rural regions of their labor supply.

Early in the crop season, it was apparent that a crisis was developing. As the season progressed, unusually favorable for crop growth, the task ahead loomed even more formidable in its proportions. But in the end the harvests were secure. The problem was met. Cooperation did it. All Federal and State agencies and civic groups worked together to forecast needs, organize available labor supplies, to recruit labor from all available sources, and to implement its distribution to localities and enterprises where previous surveys and unexpected emergencies disclosed need.

Extension Organizes Field Operations

Procedure centered around the United States Employment Service, which had branch offices in the larger county-seat cities—22 in all. In some counties were branch offices outside the county seat as well—to account for 18 more. Serving as an overhead or coordinating group was the State Agricultural Advisory Committee appointed by the Governor. Committee members were nearly all farmers or food processors. Three or four members were representatives of public agencies. Organizing field operations was the task of the Extension Service. County war boards, county planning committees, chambers of commerce, the schools, and even churches assisted. The Farm Security Administration was active also and organized and maintained farm labor camps for itinerant workers to handle peak loads of crops such as sugar beets in Malheur County and the potato harvest in Klamath County.

The first step was to organize in each county a farm-labor committee of farmers

which was a subcommittee of the agricultural planning committee already functioning in every county. This was done by the county agents and local representatives of the United States Employment Service under the general direction of the Extension Service farm-labor project leader who was collaborating closely with the State officials of the Employment Service. These farm-labor subcommittees, the county agent acting as secretary, served as the local contact in county-wide surveys to determine in advance the approximate number of persons needed in the various regions for different cultural operations from planting time through harvest. The Extension Service project leader on labor directed and coordinated these steps.

With results of these county studies at hand, labor needs as to volume, time, and place could be determined in advance; and plans could be made to meet the shortages in time for action.

Study Made of Labor Supply

Hand in hand with this determination of requirements, a study of the local labor supply was made. A State-wide listing of available womanpower was made, and an organization to bring it into effective use was set up. County committees were established and leaders appointed in each community. Women were registered with notation as to the time they would have available and the type of work they would be willing to do, with the understanding that they might be called at any time the emergency demanded. The State Department of Education cooperated by establishing a register of school children.

District conferences of county agents were held, attended by the farm-labor project leader. At these conferences, all phases of the problem and their methods of solution being developed were considered, and plans for coordination were outlined.

Members of the central extension and experiment station staffs cooperated with the farm-labor project leader. They assisted on the survey of labor requirements by determining the man-labor requirements for each acre and each animal unit of the important farm commodities, by operations and by months. This added accuracy to the conclusions following the county surveys of needs. With a substantially accurate forecast of needs by locality and season now established in the hands of the Employment Service and Extension Service, all interested agencies and groups were advised. The Employment Service, which held responsibility for definite

recruitment, thus was enabled to work effectively with the county farm-labor subcommittees in meeting the deficiency situations as they developed.

When organization plans and procedures were under way, a series of district conferences of farm labor subcommitteemen was held in collaboration with the State and county war boards, the Employment Service, Selective Service, and the Governor's Advisory Committee.

Procedure to date and that in prospect were reviewed. Selective Service regulations were explained by appropriate authorities. Crop outlook statistics prepared by the extension project leader and the Bureau of Crop Estimates were presented. All labor subcommittee members in the State returned home fully informed on the entire program.

With this lone schedule of careful and extensive planning completed, the stage was believed set to supply labor to points in need. And so it proved. Details of the method varied in the different counties according to crops involved, time of labor deficiency, and local labor supplies available. In the big-scale wheat harvesting operations in the Columbia Basin counties, for instance, women could be of little assistance; whereas, in the fruit, truck crop, and cannery areas in the Willamette Valley, the help of women and young people saved the day.

The harvest was ready. Farmers needing hands appealed to the local Employment Service office where they were located, or, where no office was maintained, to the county agent; and help was forthcoming. A seasonal need for a very large volume of labor being in the forecast in a certain area, for instance, the Farm Security Administration was asked for a transient camp. A shorter peak, strawberry picking or green bean harvest, was at hand in another area, for example. In this case, the register of women, businessmen available for part-time work, and school children was used. Cities and small towns frequently closed business for certain hours, when all hands joined in the harvest. Bookkeepers, clerks, professional men, and even business leaders took time to pick berries, beans, and hops, and to work in the canneries. By their side, often, were wives and children, all contributing to the common cause. As fall approached, schools in emergency areas postponed opening until the harvesting situation was in hand.

Women and School Children Help

The school-age group was an important source of labor supply. In all, more than 42,000 school youngsters are included in placement records of the Employment Service. These records also show 35,500 men and 19,500 women placed on the State's 62,000 farms. These figures do not tell the story, however. Because the unified plan was accepted by so many organizations and the resulting State-wide understanding of

procedure, a blanket of authentic publicity covered the State. Newspapers, radio programs, and civic organizations spread the word, and the result was that much of the labor available contacted employers without registration and formal placement by the official agency.

Plans for 1943 already developed in Oregon call for continued cooperation and similar procedure on the part of the farmers and public agencies. Even less man labor is available for the 1943 harvest. But, because of the experience of last year, the organization methods should be even more effective; and there now seems little doubt that Oregon's crops will again be harvested.

Harvesting Alabama potatoes

Potato growers in Baldwin County, Ala., made good use of the wives and children of nearby Mobile shipyard workers in harvesting their 1942 crop. Many of these women and children were experienced field hands, having left farms to follow the father to better-paying shipbuilding work. During the rush season, these hands were transported to the fields each day.

The greatest disadvantage of this set-up was the fact that farmers who did not have available trucks for hauling labor had to wait until those who did had finished digging and picking up their potatoes. This meant that the man with the truck was in a position to profit by hauling laborers to the farms that made him the best offer. As a result, some potatoes were left in the ground too long. This year, plans are to organize a fleet of labor trucks with a public employee to dispatch them to farms having the most urgent need. This will provide more equitable distribution of labor and will help to prevent damage to potatoes that would result from late harvesting.

Illinois community meetings

Community meetings are called in Iroquois County, Ill., to devise ways of meeting wartime emergencies, report Dorothy Iwig and John E. Wills, district supervisors of the wartime educational programs. A central unit for the exchange of canning equipment and produce meets the need in most communities. Here the canning equipment in the county, the amount and kind of surplus produce, and the time it will be available are listed so that the fullest use can be made of everything. In several communities, women who have canning equipment are planning to work together on food preservation and to lend their equipment to other groups.

The men in the county are discussing pasture improvement and are checking all farm machinery. They are making suggestions as to the exchange of both machinery and labor in order to make the best possible use of available manpower and equipment.

Farm labor gaps being closed in areas of Illinois

■ Recruitment and placement of workers in three special crop areas of the State have touched off field activities in Illinois under the new national farm-labor program designed to furnish needed workers for 1943 wartime food and fiber production.

P. E. Johnston, State supervisor of the program of the Illinois Extension Service, says that eight major "fronts" have been laid out in the Illinois attack upon the problem. Of these, the one of most immediate urgency is the placement of labor in special crop areas.

First of these areas is the asparagus territory around Vermilion County, where a unit of the Victory Farm Volunteers has been formed.

Three hundred high-school students at Hooperston and Rossville will be released from classes part of each day when needed and will work in the asparagus fields as victory farm volunteers throughout the cutting season. Supervising the volunteers in each field will be men and women instructors from the high schools who will be paid by the canners. Three canneries at Hooperston alone have between 700 and 800 acres of asparagus which must be harvested and processed.

In another of the State's labor-deficit areas, the tomato and seed corn territory around McLean County, a program already is under way to recruit and place a total of 3,515 workers and a peak of 2,100 at any one time. These are the manpower needs estimated by the pea, tomato, and sweet-corn canneries and the seed-corn producers of the area. Working through the local farm-labor committee, townspeople, churches, schools, defense councils, civic organizations, and businessmen will cooperate in supplying the needed workers.

Similar steps are being taken in the strawberry region of Union and Jefferson Counties, another seasonal crop area where an immediate shortage must be met. Other labor-deficit areas will be organized in the same way when the need arises.

P. E. Johnston, as State supervisor, has on his staff W. D. Murphy, assistant State supervisor; H. L. Jepson, assistant supervisor, Victory Farm Volunteers; Mrs. Mary Ligon, assistant supervisor, Women's Land Army; and F. G. Campbell and L. F. Stice, district supervisors. In addition, Russell L. Kelly, farm placement supervisor of the United States Employment Service, will spend such

time as is necessary at the State Extension office to coordinate the farm-labor activities of the USES with those of the Extension Service.

Michigan flying farm squadron

■ The Fowlerville, Mich., Commercial Club of 40 members started a plan in January 1942 to help farmers who were short of manpower and others who ran into such emergency problems as sickness.

Every club member was given an opportunity to indicate the particular kind of farming that he could best do. This information was recorded on his personnel card, and when farmers requested assistance from the Commercial Club "employment bureau" the best-qualified men were sent to the farm. Sometimes one man was requested, and on other occasions as many as five went to the same place to do the job.

The Commercial Club also registered volunteer persons not members of the club. These folks listed their particular qualifications to make it easy for the club to get the right

help in the right place. About 400 store clerks, salesmen, bankers, businessmen, druggists, and other town men were registered as volunteer workers to relieve manpower shortages on farms around Fowlerville.

These men worked on holidays, evenings, and on other days when it was possible to give as little as 2 hours or as much as 12 hours. They helped farmers to plant their spring grains. They cultivated, operated machines, assisted in haying, harvested the grain, picked sugar beets, and did salvage work. In fact, some of the implement dealers in Fowlerville provided machines to do emergency work on some of the farms.

The plan became so well known that the Fowlerville volunteers were named "The Flying Farm Squadron." And it's the same for 1943.

Looking toward the crucial labor period

With half a million placements made, agents enter the busy season to recruit seven times that number

The peak harvest for the United States as a whole began in July and will continue through October. Extension agents have been getting ready for the big push. Labor files have been set up and labor assistants hired. The best plans possible in the short time available have been made. By July 1, the farm labor program was established and ready for business in 2,871 of the Nation's 3,075 counties which included all the agricultural counties in which a large number of seasonal harvest laborers are needed.

More than 6,000 county and community placement centers have been set up to assist local farmers in getting their help, and nearly a half million farm placements had been made up to July 1. Before the harvest season is over, about 3,500,000 workers will be needed.

Boys and girls, Victory Farm Volunteers between 14 and 18 years of age, are doing a fine job. During May and June, 138,000 of these young people had been placed on farms. Boy Scouts have done an excellent job in organizing groups to work on farms and conducting camps to house workers. Scout councils are on the alert everywhere to be ready for the emergency call from the county agent. Private schools, public schools, American Legion, and public-spirited persons are sponsoring groups of young workers.

Women from towns and cities are volunteering their services to help grow food to win the war. More than 60,000 women have been placed by county agents. North Dakota, for example has placed 1,770 seasonal women workers and 506 year-round workers. A high percentage of the town and city women in that State have farm background, and it does not take them long to get their hand in again.

Some of these workers will become members of the Women's Land Army, which is now laying the ground work for an organization that will train and place capable women who want to serve their country on the farm front. An excellent start has been made in training city girls by the Agricultural Institute of Farmingdale, N. Y., where the fifth training course of 4 weeks each began early in July. The spirit of patriotic service instilled into these women is producing workers with the will to

succeed. Forty-five "graduates" are now working on farms in New York, Connecticut, and New Jersey. The University of Illinois and Virginia Polytechnic Institute also completed training courses in June.

Camps for women workers and youth are being established to harvest beans, tomatoes, and other vegetables in Maryland, New Jersey, California, and other States. Apples, grapes, and other fruit will soon have to be harvested; and some of the pickers will live in Scout camps, country clubs, schoolhouses, or summer camps vacant "for the duration," which are managed by the Extension Service. The patriotic spirit of service runs high at these camps. It is worth a trip to hear the singing in some of them.

Of the half-million placements made up to July 1, 400,000 persons were placed in their home States, and 90,000 were listed as interstate workers. The latter number includes foreigners brought into the country such as Jamaicans, Bahamians, and Mexicans, also migrants who normally follow the harvest season northward.

Strawberries and peas harvested in Tennessee

The farm labor-recruitment program of the Tennessee Extension Service is bringing relief to many farmers in their effort to produce another record food and feed crop.

An example of how much one farmer, John M. Carson, Tuskega Farms, Vonore, appreciated the help given to him by County Agent J. J. Parks, of Monroe County, in recruiting labor is told in a letter to Director C. E. Brehm.

Mr. Carson wrote that if it had not been for the quick action taken by the Extension Service in recruiting 17 men, he might have lost a part of the 150 acres of peas ready to harvest. He hopes to get enough men to carry out the 1943 program for the Tuskega Farms. They are growing 150 acres of lima beans and 200 acres of sweet corn for canning. Several hundred acres of field corn and small

grains have been planted for feed. They feed all the vegetable byproducts to cattle and market about 300 head. They also have 50 brood sows which will produce between 700 and 800 pigs, which will finish to around 250 pounds each. They have a dairy herd of 75 cows and heifers.

A farm land army which reached a peak mobilization of 5,000 volunteers, saved the strawberry crop of Sumner County in May. This land army was composed largely of women and girls, who volunteered after an appeal for workers was made. Women, school pupils, family groups, and elderly men and women came from seven counties to help harvest the strawberries.

In past years, strawberry pickers in sufficient numbers meant merely a problem of recruitment by ordinary means. Usually, Sumner and adjoining counties had plenty of farm labor available to furnish the bulk of pickers. This year was different, as a shortage of pickers was obvious.

Director Brehm had already reached an agreement with the United States Employment Service, whereby the latter would set up offices in Portland and work in nearby counties. County agricultural and home demonstration agents worked with them so that early in May all preliminary plans had been made.

At first, 2,500 pickers were recruited. They were able to keep the berries picked as they ripened slowly; but when the berries began to ripen quickly, twice the 2,500, who braved a rainy day to pick the berries, were needed. Calls were sent to seven counties, and extra busses were leased. When busses and trucks arrived, totals of pickers were checked and assignments made at once.

Portland has quick-freezing plants, and these operated at capacity.

Portland berry growers have experienced one of their best years, the crop being from average to above. The State average is 60 crates to the acre, but there were plenty of patches in the Portland area yielding about 100 crates.

Director Brehm, who visited the area at the height of the picking, felt that the recruitment of labor from adjoining counties had worked out well. He said: "On women and children of older age levels will rest much of the responsibility for harvesting crops this year, and as long as the war is on. We are pleased with the way it has worked out in the Portland fields."

Oregon has labor radio programs

Neighborhood leaders in Oregon are having a series of radio farm labor programs directed toward them this summer over the State station KOAC. The weekly program, called the "Neighborhood Leader Question Box," is devoted to farm labor matters and is being broadcast at 12:45 p. m. each Tuesday from June 29 through July and August.

Leaders share the work

None of the Victory Leaders in Johnson County, Nebr., carries a multitude of duties, but the necessary jobs are completed. Division of the responsibility to help neighbors meet wartime problems is the answer.

One set of Victory Leaders is selected for a particular job, and these leaders complete their task of getting vital information to their neighbors. When another important wartime problem develops, another set of Victory Leaders is chosen. No one has to spend much time away from farm and home work.

Johnson County folks really had their first experience in tackling problems on a neighborhood basis back in 1939 when a land use survey of the county was made. One man from each 3-mile-square area in the county was invited to appear before the county land use committee, of which County Agent Lewis Boyden was a member, to give his ideas about land use problems in his particular area.

One result of the survey was a set of recommendations on crops and livestock, for areas of good, medium, and poor land in the county. Proof of the value of opinions expressed by the neighborhood representatives was shown when the committee's recommendations for wheat acreage were almost the same as those made later by the county's agricultural conservation committee.

The land use survey also gave an estimate of 2,000 acres of bindweed-infested land in Johnson County. This estimate brought home to many, for the first time, the seriousness of the bindweed problem in the county.

When work looking toward organization of a bindweed control district was started, the system of neighborhood representatives was used to inform people of the need for a district and the work of the proposed organization. These representatives were selected by a temporary committee and County Extension Agent Boyden. The district was organized in 1941, the vote showing approval of more than 90 percent of the landowners.

The land use survey also pointed to the need for soil conservation measures, and work for a soil conservation district was started. Again neighborhood representatives, or leaders, helped out and arranged for local meetings at which soil conservation men explained the operation of a district. When the referendum was held, 96 percent of the landowners voted for organization of a soil conservation district in the county.

Early in February 1942, Boyden called a meeting, with the endorsement of the

county's Civilian Defense organization. The meeting was attended by representatives of 27 organizations in the county, including school officials, church groups, Farm Security, the county 4-H Club committee, vocational agriculture and home economics, rural women's organizations, American Legion, Triple-A, and others. This meeting was organized as a result of requests made by the many State organizations that mutual organization problems of the various groups be discussed in the counties so that each might work along the same line of thought as the other groups.

The organizations gave their approval of the Victory Leader system then being launched on a Nation-wide scale, and soon afterward Victory Leaders for each 3-miles-square area were named by Civilian Defense, the county war bond sales chairman, and the extension service. Each leader was asked to work with approximately 25 families. A Victory captain was named for each of the 11 townships in the county.

An extensive survey, covering use of improved production practices, such as sanitation for poultry and hogs, use of balanced rations, measures for preventing odors in milk, also the amount of machinery repair work done, and other matters closely connected with the war effort, was the first piece of work completed by the Victory Leaders. This survey was, and is, the basis for distributing much of the information sent out from

the extension office, and also serves as a guide for discussion at meetings. As an example of the findings—balanced rations were used less in the central part of the county than elsewhere, indicating need for getting more information about such rations to the people in that locality.

Two of the Victory Leaders, Ralph Sugden of Sterling and Leon Hunt of Crab Orchard, covered a part of their respective territories by horseback when the weather became bad and the roads were very difficult to travel.

Victory Leaders arranged for meeting on the antiinflation program. Eleven businessmen of the county were trained by Boyden and A. H. Mauder of the Nebraska Agricultural Extension Service, and led the discussion at the various meetings.

Still another group of Victory Leaders tackled poultry problems. Each of them attended one of five meetings in which County Agent Boyden and Extension Poultryman Jack Redditt showed how to build 4-foot poultry feeders. Each leader built one of the feeders and took another home in knock-down form, assembling it later at a meeting held for his neighbors. At least 400 more feeders were built and used in the county as a result of this work.

Victory Leaders obtained pledges for \$75,000 worth of war bonds.

Victory Leaders also worked on the Nebraska Victory Home and Garden program in the county, obtaining a total of 960 pledges. Although enrollments are not being taken in Johnson and other counties this year, the list from 1942 is

Horseback was the only way Ralph Sugden could get around to see all his neighbors on his wartime assignment as a Victory Leader.



the basis for sending out much garden information during 1943.

Fire-prevention cards were distributed by Victory Leaders in June. The survey to discover fire hazards quite possibly eliminated a number of potential fires, and the few blazes that did break out were quickly extinguished.

The important wartime problem of maintaining good health was attacked through a county committeeman who was appointed at the time the organizations attended the meeting called in February 1942. He was Rev. Louis Bittner. Largely through his efforts and those of County Superintendent of Schools Alton

Wagner; Miss Eloise Fisher, who is Johnson County home demonstration agent; and Mrs. Willis Roberts, an immunization program for school children was started. A total of 1,700 children received immunization for common childhood diseases at five clinics held during May and the fall months. Members of women's project clubs helped at these clinics.

Backed by experience gained in a number of useful jobs, the Victory Leaders in Johnson County are today ready to work on any wartime problem that develops. *Published in the Nebraska Agricultural Extension Service News.*

knew very little about them. For the first few days and weeks, he was not expected to do much except help the men repair fences and buildings or do chores. He learned by observing and then doing under supervision.

Because he was large and strong (180 pounds in weight, 5 feet 9 inches in height), he could help scoop grain at threshingtime and do many other jobs of like nature. He was eager to learn, and it was not long before he could harness a team of horses. It took him about 6 weeks to learn to milk a cow with ease; and our cows are Holsteins, giving on an average a pail of milk at a milking, so we thought he had done well.

At haytime, he learned to drive the "stacker team" and became a very good stacker team driver.

By September 1, he had harnessed a team of horses, hitched them to a hay mower, and mowed a field of alfalfa entirely by himself. He could chore—feed horses, hogs, and cattle, and could milk as well and as quickly as any man on the place.

During the school year, we have had him week ends and vacations. The transportation problem has been our biggest difficulty. One trip, either getting him to the farm or returning him must be a special trip of more than 20 miles. We have had no problems with the boy. He has conducted himself very well, being very obedient, very eager to learn and to help.

I think the main reason for our mutual understanding is his great "love" for the farm.

We have had no set arrangements. We pay what he is worth in comparison to our other hired man, and many times it is the same. We feel this coming summer will really tell us whether or not he will make good farm help. He has yet to master the tractor, but that will be his first assignment in his farm education this summer.

We feel that the most important thing is to be patient. The second important thing is to completely explain and then let them try it under your supervision. If they don't first succeed, let them try, try again. (*Agricultural Extension Service News, May 1943*)—Mrs. Wayne Foster, a Nebraska farm woman.

Green help as the farmer sees it

■ Inexperienced boy workers constitute a problem which can be successfully solved by farmers. Such stories as these used in New Jersey and Nebraska given wide publicity will give many a farmer a good idea.

Need Patience and Understanding

Meet Charlie Davis. He's a 50-cow dairy farmer, he lives in New Center, and he's president of the Somerset County, N. J., Board of Agriculture. Charlie has had a lot of experience with "green help," particularly with boys from the cities. He says he's had good luck with these lads and believes farmers can train them to be very useful, particularly in times like these when there's a scarcity of experienced labor.

Now and then, like other farmers, Davis has had a boy who just wasn't cut out for farm work and who was so temperamentally unsuited to it that he couldn't be trained to do the job in a month of Sundays. But that's not usually the case. He says most of these boys can be trained and trained rather easily, particularly if they are youngsters with imagination (and most boys are), curious and eager to know what makes the machinery go around.

Charlie knows a few farmers who have tried "green help" and failed, but he thinks the fault has been with the farmers rather than the boys. It has been his observation that failure 9 times out of 10 resulted because the farmer lacked patience and expected too much of the boys. Furthermore any farmer who can't get along with the adults he hires is more than likely to have trouble with young boys, dairyman Davis adds.

As far as he's concerned, the key to the whole situation is patience. Don't expect too much of these youngsters.

Don't ask them to do a man's job. Treat them as you'd treat your own son and as you'd like anyone else to treat him. Take time to learn the child and his make-up, for no two boys are exactly the same; and don't forget that it wasn't such a long time ago that you were a boy yourself! The farmer must be the boss, but he doesn't have to be bossy. There's a difference between the two.

That's the pattern Charlie Davis follows, and he's found that it works. You can't train a boy or a colt unless you're with him, Davis says. It pays dividends to stay with the boys you hire, work with them, talk with them.

Another thing Charlie stresses is this: A boy gets tired, and the best of jobs can become monotonous. It's a good idea to have the boys change jobs every 2 or 3 hours. It's the difference between happy, well-adjusted farm help willing to do and to learn, and dissatisfied, maladjusted lads who don't know how to make good.

Any boy likes companionship. Treat the lad you hire like a member of your own family. Have him sit at your table, share your food. Let him join your family circle in the evening, and talk with him. Let him listen to the radio, just like any other member of the family.—(*Volunteer Digest*, a publication for New Jersey neighborhood leaders, May 1943.)

How Our Boy Worked Out

Jack Parker, age 15, came to work for us about July 1, 1942. He was entirely inexperienced as to farm work. A hay stacker, a grain binder, or a corn cultivator was just so much metal and wood to him.

He was afraid of horses and cows and

■ A training program to teach women and girls how to detect and remove potato plants with leafroll, mosaic, and blackleg was held in Maine potato-growing areas beginning late in June. This program is to help Maine's seed-potato industry to maintain present standards by assuring a supply of competent potato growers.

A brisk recruiting pace is set by Missouri agents for strawberry pickers



■ Every acre of a \$1,000,000 strawberry crop was picked in southwest Missouri this spring; and the growers there gave credit for the completeness of the harvest to the volunteer workers recruited by the Extension Service, most of them boys and girls from farms, towns, and cities in that section.

Strawberries are the first fruit crop to be harvested in Missouri, and plans for picking this crop had to be started before the President's signature to Public Law No. 45 had time to dry. The crop was representative of those that require for a short period a supply of harvest help far in excess of that ordinarily needed. The strawberry picking served as a test of methods for recruiting labor to handle such crops.

So, in southwest Missouri, with harvest less than a month away, a meeting was held, to which came representatives of the Extension Service, Employment Service, Farm Security Administration, vocational agriculture, and Agricultural Adjustment Administration. The problem was that of locating an estimated 6,500 pickers in addition to those that growers estimated they could obtain from their own families and those of neighbors.

The county agents' offices there were assigned the job of determining the needs of specific growers for pickers and the supply that could be obtained within the counties. The agents were also responsible for publicity. Placement of pickers was to be made by the agents and by the employment service office.

As soon as possible a widespread campaign was under way. County extension agents contacted civic and business organizations, civilian defense councils, the Y. M. C. A., and other groups. The Employment Service made contacts with the Boy Scouts and handled the problem of migrant labor coming in from outside the area.

Special newspaper publicity, radio announcements, and newspaper advertisements went out in connection with the program. Enlistment blanks were mimeographed and distributed to hundreds of homes in cities throughout that section. In this and other work, the new labor assistants in the counties were of great help to the agents in pushing the program.

Owing to cool weather and excessive rains, the strawberry-picking season was several days late. Growers anxiously watching their crop ripen worried about

getting enough pickers to harvest the berries. But when the crop ripened, the young people of that area, including those recruited by the Extension Service, moved into the fields and began gathering the luscious fruit.

Some of the boys and girls hiked to the fields, some rode on horseback, others came by regular bus, others by school bus, and some drove private cars. Most of them came out for a day's picking and then returned home at night. However, 180 Scouts from the MO-KAN-ARK District set up a camp near one of the school buildings, which was made available for them and started helping, although many never before had picked berries.

Novices Soon Gained Experience

Tired backs and stained and sunburned faces and arms put in their appearance as the work got fully under way. For a period of 3 weeks the pickers bent to their task. Most of the novice pickers soon learned to pick rapidly, an incentive being that they were paid on the basis of boxes picked.

However, the important thing was that the strawberry crop was saved. The boys and girls felt that they had done something toward supplying an important fruit to help fill food needs. Most of the time, the available supply of pickers ran somewhat ahead of the need. This was due to a reduced crop and to the good job done in recruiting pickers.

Some 250 carloads of the tasty fruit were sent rolling from the strawberry area, and many additional truckloads were moved to cities and army camps.

North Carolina neighbors work together

"We farm folks are just getting back to where we were a long time ago, and we like it," is a comment made to County Agent W. D. Reynolds of Robeson County by a group of neighborhood leaders who were in to discuss the local farm labor situation. "Our farmers are having to live with and for their neighbors; and by helping each other out with the various shortage problems, they are beginning to know their neighbors better," the local leaders continued. Robeson farmers are solving their labor situation by this neighborly cooperation, Mr. Reynolds reported.

Albion, N. Y., high school students to work on farms

Setting a pace for other youth, 388 boys and girls out of 450 in the Albion High School have made arrangements for summer work, largely on farms and in canneries during their summer vacation.

Many of these high school students come from farms in this rich agricultural region. The registration shows that 62 girls and 66 boys will work on their home farms.

A survey of the summer wartime work planned by Albion High students, under the direction of William Sherman, teacher of vocational agriculture, shows the following: Canning factories, 28 boys and 60 girls, total, 88; home farms, 128; other farms, 16 boys and 21 girls, total 37; unassigned farms, 41 boys and 62 girls, total, 103; defense plants, 5 boys and 13 girls, total, 18; stores and restaurants, 3 boys and 2 girls, total, 5; miscellaneous jobs, 4 boys and 5 girls, total 9.

Boys and girls not assigned to particular farms plan to work as a "flying squadron" under the direction of Mr.

Sherman, and move from farm to farm for whatever work is ready. Already, they are called "Commandos." They will account for "a powerful lot of work this summer and fall," declares Mr. Sherman, as his schedule already takes care of almost all their time.

Kansas needs women to help in farm homes

In Kansas an appeal has gone out for townswomen and high school girls to make that patriotic decision to help in a farm home this summer. An applicant for work in a farm home is asked to check the type of work she is willing to do—canning, gardening, laundering, mending, harvest meals, general housework, child care, or poultry.

Women and girls are asked not to forget the farm woman and her increased war responsibilities when they plan their vacation and week ends. It may mean some sacrifice for an office worker to give up her vacation and spend it helping on a farm, but wars are won through sacrifice and self-denial. Townswomen who were brought up on a farm or who have left the farm only recently are particularly urged to give their spare time at the farm front. Wives of retired farmers can easily make the transition back to the farm kitchen.

Labor groups come to aid of Kenosha farms

Following a pattern they set a year ago, the workers of Kenosha, Wis., will come to the aid of their rural neighbors through the whole 1943 crop season, and pledge that not a pound of food will go to waste in this important fruit- and truck-crop area.

Last year's program started when Mexican workers, who had helped with truck crops and were being depended on for apple-harvest help, left before the fruit was ripe.

W. E. Thompson, who has some good-sized commercial orchards, was one of several farmers who tried vainly to get help. Then he mentioned his predicament to a Kenosha committee, made up in part of city employees and representatives of labor organizations. He was told to get ready for pickers and was promised a crew.

"The next day, along came half a dozen city firemen and a number of workers from two of Kenosha's factories," reported Mr. Thompson. "Quite a few of these men brought their wives, and soon the fruit was rolling in faster than we could haul it."

With the apples in, the crews broke up to go on to other farm projects.

The Kenosha experience is a perfect example of the fine town-country cooperation a healthy community must display, in the opinion of Dean Chris L. Christensen of the Wisconsin College of Agriculture.

"Farmers and city laborers worked side by side. Workers got a better understanding of rural problems. Country people, on the other hand, found they had sincere city friends upon whom they could depend. These things are almost as important as the fact that much-needed food was saved," the Wisconsin agricultural leader explained.

Texas farmers get help from the people of Dallas

By the middle of June, the farmers of Dallas, Tex., were getting help to save their farm crops. After a state of emergency was declared to exist in the farm labor market, the county commissioners' court granted a full-week paid holiday to road and bridge employees so that they could work on their own farms and those of their neighbors.

A commercial firm also answered the appeal from the Dallas County farm labor committee which is working with County Agent A. B. Jolley and Manager Ben Critz of the Dallas Chamber of Commerce in an effort to get contributions of farm labor from city business firms. This particular firm is furnishing 20 farm-experienced employees every Saturday on full pay to help get the job done. In June, these volunteers helped to harvest the oats crop.

Blue-denim- and khaki-clad Dallas members of the Texas State Guard invaded Dallas farms in June to prove they were ready to answer with action the appeal of farmers for labor to save their crops. Guardsmen, bankers, accountants, car dealers, and attorneys detasseled corn for cross-breeding before harvesting, and chopped cotton.

County Agent Jolley said that in addition to Texas State guardsmen who volunteered for farm work, there were almost 25 high school and grade school boys from the city, along with a number of persons who worked on county farms.

Emergency workers help harvest second largest crop in history

■ As the harvest season reaches its peak and American farmers prepare to reap the second largest crop in history, county agents and other extension workers are intensifying the campaign to recruit United States Crop Corps workers for meeting emergency labor demands.

That this source of farm labor is really coming to the rescue is indicated in results of the survey compiled from August 1 reports from the 48 State extension services. This compilation shows that 600,000 placements of U. S. Crop Corps workers were made during the month of July. Including those made prior to July 1, a total of 1,100,000 placements have been made since April 29, 1943, when the passage of Public Law 45 resulted in the Extension Service's being given major responsibility in the farm-labor program.

This number of placements included 500,000 intrastate farm workers, 50,000 out-of-State domestic workers, and 60,000 foreigners.

Of the total placements made during July, 310,000 were men, 110,000 were women, and 180,000 were boys and girls under 18 years of age.

The August Farm Labor Report of the Bureau of Agricultural Economics estimates that about 11,000,000 persons were working on farms in the United States on August 1. By October 1 this farm force is expected to be up to 11,750,000 workers, an addition of 750,000. As this estimate is based on full-time experienced farm workers, however, several times this number of Crop Corps workers may have to be mobilized to meet the needs.

Already several farm labor crises have been met and successfully overcome. The Kansas wheat harvest, which presented a big problem 2 months ago, was completed without appreciable loss of the State's 150,000,000-bushel crop—one-fifth of the Nation's wheat supply. This was accomplished when thousands of

emergency volunteer workers pitched in to do the jobs formerly handled by experienced hands.

The peanut area of the Southeast is another place where a labor shortage developed in August, with the digging and stacking of the largest peanut crop in history. For example, in Americus, Ga.—in the heart of the peanut belt—the stores closed 1 day a week during the latter part of August to allow city people to go to the farms and help handle the peanut crop. Elsewhere in this issue will be found stories of how the farm-labor problem is being met in all parts of the country.

These stories show the results of good local mobilization efforts. County and community leaders are helping with the program in many areas, and in numerous small towns assistance is given by civic groups and other local organizations.

The farm labor problem is not yet licked, but it *will* be solved if present efforts are continued in recruiting and placing available workers. City people have indicated their willingness to help harvest farm war crops. On the other side of the picture, farmers have shown an increasing willingness to use emergency volunteer labor from the towns and cities.

No one should expect Crop Corps workers to be as efficient as experienced labor. However, there is a job to be done, and volunteer workers are ready to do such an important war job as harvesting the crops.

A WOMEN'S LAND ARMY TOUR through the Northeast would strengthen anyone's faith in the ability of the American people to meet their problems. Thousands of city women are working in orchards and vegetable fields for the first time, picking apples, peaches, or tomatoes in the hot sun for 8 to 10 hours daily. They are college girls, school teachers, business girls on vacation, and professional women who surprise the farmers with their ability to "take it" day after day. The farmers like their intelligence, their determination, and their spirit. They say: "The best greenhorns I ever had"; "I don't know what we should have done without them"; or "I don't know about women farm workers in general, but the girls I have are exceptional." Such camps as Pitman, in New Jersey; Mil-Bur, Maryland; Southington, Connecticut; or Lubec, Maine, dedicated to war service on the food front, are an inspiration.

THE WLA TRAINING COURSE for year-round workers at Farmingdale Agricultural Institute, Farmingdale, N. Y., is now being sponsored by the States of New York, New Jersey, Pennsylvania, and Connecticut, which recruited the women for the September session. The 4-week course gives some training in poultry, dairy, and general farm work, besides conditioning the women for hard farm work. The 45 graduates now working on farms are making good. Their work and their spirit are a credit to the Women's Land Army. These pioneers are setting a high standard for those who follow them.

Haying in a hurry

Sixty-three businessmen and farmers from the Montezuma community in Poweshiek County, Iowa, recently put 25 tons of hay into the barn on the farm of Harry Mathes in 1 hour and 15 minutes. The hay was baled, and they did the hauling with 14 trucks and pickups. Most of the helpers previously had signed up with the U. S. Crop Corps and expressed their willingness to help with farm work in emergencies.

The emergency was real because Mr. Mathes had fractured his leg when a horse fell on him. Although his two daughters and his son did most of the farm work after the accident, they were handicapped by wet weather. So the use of these emergency volunteer workers saved the hay crop.

"Sure, we'll use Peddie boys again!"

New Jersey Private School Has a Victory Farm Volunteer Corps That Spreads Satisfaction.

■ Scattered throughout New Jersey are farmers who swear they'll never have another high school boy on the place as long as they live. And they feel they have good and sufficient reason for that attitude.

Farmers around Peddie School in Central Jersey feel differently about it. Take Kelsey Booth, for example. Booth is a general farmer who milks a herd of cows, keeps a few chickens, and last year had 35 acres of white potatoes, 30 of soybeans, 25 of rye, 12 of corn, 10 of hay, and 12 of wheat—a total of about 124 acres in cultivation. Victor Booth, an only son, was in the Army. Here's Booth's story as told to Frank Knowles, extension economist:

"When Peddie came along with its offer to let some of its boys help us farmers, I jumped at it. I always liked boys anyway; and when I learned that these lads from Peddie were to be led by one of their teachers, I was perfectly willing to sign up for a dozen to 15 boys. I figured that these boys—they were about 14 to 17 years of age—could be taught to do the work of the 6 or 7 adults I needed.

"The boys were green as grass at farm work when they first came here. Every one of them was city-raised. Some were sons of lawyers and other professional men, and they had never done anything like farm work. One boy even had a chauffeur and somebody else to look after him, but he and all the others were made to feel that they were helping to win the war by working for me. That's what their leader, the English teacher at Peddie, and I kept in front of them all the time.

"I never saw a man who could handle boys as that teacher did. He was with them every minute during the whole summer, and I never heard him holler at them once. He played with them, worked with them. He settled their arguments and differences fairly but firmly. The boys thought the world of him, and I soon saw that it was best for me and for the boys to work through their leader. Of course I tried to be nice to them. That's one of the secrets of working with boys—be friendly and treat them as well as you would your own boy.

"These boys were keen, and they had a million questions every day. Some of them sounded a bit funny at times, but

I made up my mind I was going to answer every question they asked me, if I knew the answer.

"We potato growers ought to be thankful that Peddie is organizing a program to let some of its boys work on farms again this year. It helps us farmers, helps the Nation to get needed food, helps the boys, too. I'll bet those boys who worked on farms last summer will never forget the experience. It was healthful for them, too. At first hardly one of them could lift a 100-pound bag of potatoes. Before the season was over, every one of them could toss a bag of potatoes almost anywhere he needed to. And when we saved the soybeans—boy! They were seasoned veterans and did a fine job.

"These city boys who work on farms take away with them an appreciation of what farming is, and that's something to chalk up in favor of farming and the farmer's problems.

"Mrs. Booth and I gave the boys a

pint of milk apiece every day to have with the lunches they brought with them from Peddie. Sometimes Mrs. Booth would make them a big pot of soup. And one night I got about 200 ears of good sweet corn ready, and they had a corn roast right out in the yard. Well, sir, I never saw anything like it. About 15 boys ate so much of that corn you could almost see it running out of their ears! They won't forget that roast as long as they live.

"And that brings us to some large 'don'ts.' Don't expect a boy to do a man's job. Don't expect town or city boys to do farm work without being shewn how. Don't put boys at any job without an adult leader or supervisor whom they respect. Don't keep boys at the same job too long; vary the work. Don't fail to try to answer their questions, even if some of them sound silly. And don't be hard on the boys. Handle them as you would your own, and give them a treat once in a while.

"Yes, I'm going to use boys from Peddie this year. I've got more potatoes—45 acres now—and other crops they can help to harvest. The Army has given my son, Victor, an honorable discharge to help run this 160-acre farm. We're producing food for Victory—food Peddie boys are going to help harvest."

Success of the Peddie School Victory

Boys from the Peddie School, supervised by their own teachers, made a good record for themselves as pickers in the central Jersey bean fields.



Farm Volunteer Unit was not an accident. Peddie School is a famous old boys' preparatory school, and the authorities know how to handle teenagers. Don Rich, who supervises the farm labor project, is a member of the school staff, and he works hand in hand with the farm labor committees of the boards of agriculture in Middlesex, Mercer, and Monmouth Counties—the counties where the boys do their farm work. He has a special advisory committee composed of the three county agents and J. C. Taylor, State supervisor of emergency farm labor for the Extension Service.

This year the VFV unit numbered 110 to 115 boys throughout the season, which began June 14 and was scheduled to run through Labor Day. Boys were admitted on application from their parents, applications being accompanied by a \$5 registration fee. The minimum age is 14 years. Boys are charged a dollar a day for board and \$4 a week for room, which includes laundry services. They have the use of recreational facilities at the school—swimming pool, billiard and ping-pong tables, tennis courts, reading lounge, and ball diamonds.

The day begins at 6:15 a. m., when the boys are jarred out of sleep by a gong. They dress, make their beds, and are in place at the breakfast table by 6:30. Breakfast is substantial, including fruit, eggs, cereal with cream, and plenty of milk. Then the boys fill their lunch boxes and run for the "gym" where they change into their work clothes, load onto trucks, and go to the fields at 7.

They get back about 5 or 5:30 p. m., get out of their sweaty clothes, duck under the showers and take a refreshing swim, then into their clean clothes for dinner at 5:45. No dowdiness at the table, either. Coats on, if you please, and hair neatly combed. No loud talking. And when the bell rings for an announcement, immediate and profound silence results. The boys aren't suppressed, but they have been taught discipline.

Dinner is an ample, well-cooked meal at Peddie School, and well planned from a dietary standpoint. Service is simplified by having the boys take turns waiting on table.

After dinner the boys play games, write letters, or go to the show. The "bank" is open at that time so that boys can deposit their earnings in a safe place. All must be in their rooms by 9:15 with lights out at 9:30.

When they're in the fields the boys are closely supervised. Rich refuses to put out groups of more than 8 or 10 boys on a farm without a field supervisor approved by the school. The school staff consists of Rich, a farm supervisor who looks after placement of the boys on

farms and whose job it is to keep them all busy, an assistant supervisor, a nurse, and 5 field supervisors who also serve as hall masters at night.

The boys are not getting rich, but those who work hard will come out at the end of the season with a nice "chunk" of spending money. And most of them are working hard. Those who soldier or cause trouble are weeded out in a hurry. A long waiting list of boys eager to get into the unit has enabled Rich to send the undesirables home and replace them with others. This knowledge, that they'll go out on the next train if they don't live up to the rules, has been a big factor in maintaining discipline.

The boys have been handling all kinds of farm work. Four of them work at the Hightstown Cooperative Auction Market, hustling eggs and produce around; several at a large dairy farm.

They have made hay, shucked wheat, driven tractors, picked beans, tomatoes, and potatoes, harvested fruit, and everywhere their record is good. It's true, however, that they do better on jobs giving them a variety of work than on monotonous occupations such as picking beans. If you've picked beans all day in a hot field, you won't blame the boys for preferring general farm work.

Sundays were somewhat slack, so Rich and his supervisors got 100 families in Hightstown, where the school is located, to agree to "adopt" a boy. As a result, boys who aren't working on Sundays are invited to eat with the families.

Experience with the Peddie School project has convinced J. C. Taylor, supervisor of emergency farm labor, that a boys' prep school is an ideal place for Victory Farm Volunteer units.

Working instead of waiting

■ Salt Lake County, Utah, is now in the heart of an industrial area where numerous opportunities beckon to farmers to leave their fields and corrals and join the ranks of industrial plants. County Agent Martineau knew this long before the 300 pea growers in his county received their orders to cut this necessary war crop. Furthermore, he did something about preparing for the day when viners would have to be manned to shell the peas from the pods—and manpower is exceedingly scarce. He called in Joseph E. Blake of Bennion, chairman of the county farm labor committee, and the organization meetings were under way. These men reported 100 percent cooperation among the growers approached, or a sign-up of more than 200.

Here's the Martineau plan, and here's how it worked: The 200 growers were organized into 8 groups. Each group promised to work 9-hour shifts at the viners when the peas were ready to be harvested. This would enable the farmer-operated viners to run 18 hours a day, and each group would be allowed about half a day to get its peas cut and hauled to the viners. The canning companies that owned the machinery and equipment for caring for the peas consented to pay each farmer 70 cents an hour for all the time he put in at the viner. That meant the farmers could collect pay for the time they ordinarily would wait for their turn at unloading. It also meant that the loads were rushed through more rapidly, thus assuring the

farmers the best grades for their peas. The farmers were intensely interested in good grades, because good grades mean more dollars a ton. Shelled peas are graded on the basis of a tenderometer test; and the quicker they are shelled after being cut, the better they rate. More interest also was taken in the grading, because farmers were there to check from time to time.

Mr. Martineau has figured that during the pea harvest the 200 growers who subscribed to his plan put in 2,250 man-days for an extra income of \$14,175; and that amount does not include any part of the extra pay they received for their better grades of peas, which resulted from more expeditious handling of this perishable crop.

In the preliminary process of taking care of the peas, the farmers did all the work except grading and managing the viners. They were paid for the time they put in after they arrived at the unloading stations, except when they were assigned to do the stacking of the vines; but the vines will go back to the farmers, so they couldn't expect the company to pay for this phase of the processing. Vines, which run about 3 tons to 1 ton of shelled peas, are used for livestock feed. Because of the apparent feed shortage in Utah this coming winter, the growers took extra pains to see that all vines were saved.

This is one example of how farmers are meeting their labor problems—just another application of the little-red-hen philosophy.

The crop was harvested

An early start plus organization recruits 500 farm workers in Falmouth, Mass.

For many years the residents of the small village of Falmouth, Mass., between 4 and 5 thousand population, have been more interested in the trade of summer visitors than in the important industry of strawberry growing throughout the township, although 150 to 200 growers in the township produced about 400 acres of strawberries in 1943. Very few, if any, of the local businessmen realized that strawberry growing was a major enterprise in the vicinity.

Pickers for the annual harvest had been recruited by the growers from surrounding cities—Fall River, New Bedford, and others. The growers recruited, transported, and paid these out-of-town laborers, without any regard whatsoever to the local people. This type of help disappeared almost overnight when the war started.

Obviously, something had to be done if the berries were to be harvested and put on the market, so County Agent Bertram Tomlinson started about 2 months before the season began to recruit 1,000 pickers.

Mr. Tomlinson first got in touch with the chairman of the local board of trade.

Harvesting Committee Appointed

The chairman agreed to appoint a strawberry harvesting committee, made up of the people in the community rather than of the growers. This committee was made up of the local postmaster, chairman of the town's agricultural association, secretary of the board of trade, and several other men and women representing various local organizations. Under the guidance of Mr. Tomlinson, the committee considered itself a sort of manpower commission to solve the problem of obtaining pickers for the strawberry growers.

Further assistance came to this unique and effective organization from Dr. Edmund deS. Brunner, rural sociologist of Columbia University and adviser to the United States Department of Agriculture. He was appointed emergency farm labor assistant by the Barnstable County Extension Service. Organization of this committee was but the first step in solving the problem. Subcommittees were appointed to handle publicity, transportation, school posters, and records for recruitment.

A publicity campaign made the people

of the village of Falmouth strawberry-conscious. Articles regarding the seriousness of the situation appeared in the local newspaper and in other papers circulated in this area. Several circular letters, prepared by Mr. Tomlinson, were distributed wholesale by mail carriers to every family in the community. These letters emphasized the shortage of manpower and that the only way the crop could be harvested was by the full cooperation of local people. The food value of strawberries was stressed, and it was pointed out that to permit the fruit to rot on the vines would make a further shortage in our total food supply.

Several meetings were held with the local school teachers to acquaint them with the situation—one way to pass on to the boys and girls in school the information that pickers were needed.

The subcommittee on posters got in touch with the art teachers in the various schools and offered prizes of war stamps to boys and girls for the best posters on strawberry harvesting. A total of 168 posters was submitted. The best of these from each grade were placed in the windows of various merchants in the village. Some of the posters were very creditable and attracted considerable attention. Furthermore, they helped to impress the boys and girls that strawberry picking was their job in helping out in the war effort.

The publicity committee obtained a contribution of \$50 from each of the four commission men who handled most of this fruit on the Boston market. The money was used to run full-page advertisements of a patriotic nature in the local papers just previous to the beginning of the harvest season. A large sign, 12 by 4 feet, requesting strawberry pickers was made and placed in front of the community hall. Announcements over the radio and at meetings of the various organizations in the community and personal contacts were used.

The county agent met with the growers to discuss picking problems. The first and normal reaction of these men was, that "We just can't use this type of help." When they were informed that no other help was available and the only way to get the crop picked was by using this inexperienced help, they began "to see the light." It was emphasized that they must be patient with these people, take considerable time to teach them just

how to do the job, and do as much supervising as possible. At this meeting it was also agreed among the growers to pay 4 cents a quart for harvesting. This was the highest flat rate ever paid in the community, but the growers felt that, as the outlook for prices of berries was good, 4 cents would be satisfactory.

In this whole matter of recruiting local help to harvest this important crop many problems were involved. Most of the growers were relatively small producers and unaccustomed to handling large or difficult enterprises. Also, the majority of them were Portuguese and did not understand the English language very well. Many of them spoke in more or less broken English.

Committee Aids in Financing

In past years, the tickets given to the workers for each basket picked had been cashed at the end of the season. In 1943, this would hardly be possible because some workers did not pick through the whole season and therefore would desire their money immediately. Some farmers did not have cash enough to pay off all the pickers at once because they had not received their returns for the berries shipped. The harvest committee assisted in solving this problem by having some of the commission men underwrite the cashing of the tickets.

Another problem was, that the growers were very indefinite on the number of pickers they would want for any one day. This made it hard for the central office, which was doing the recruiting of workers. The problem was overcome somewhat by checking and rechecking, by use of the telephone, and visits just before the pickers were sent out to the farm.

A few days before the actual picking started, the emergency farm labor assistant and an interpreter made a careful survey of all the growers in the township. This was an important part of the working out of the daily plan of supplying pickers. These men obtained from each grower his estimate of the number of pickers he would need.

People from practically all walks of life in that community were recruited to help in this important enterprise—Boy Scouts, Sea Scouts, school teachers, boys and girls, society women, stenographers, wives of Army officers and of businessmen, college students, sailors, soldiers from the Antiaircraft Division and Amphibian Engineer Corps, and students from the Oceanographic Institute. This group totaled more than 500 who had never before picked berries. The best estimate obtainable is that there were only about 300 experienced pickers.

Organizing for the harvest in Smith County, Tex.

■ Smith County's farm labor program quickly got past the talk and committee stage. In less than 3 weeks' time it could be expressed in crates of berries and bushels of beans.

Close cooperation among growers, buyers, canners, and townspeople especially, saved the berry crop. That meant Smith County farmers received about \$3,000,000 which might easily have slipped from their fingers if the unpicked berries had fallen from the vines. It meant, too, that the fruit of 6,000 acres was saved to replenish Uncle Sam's wartime pantry.

And, what's more, it made people aware that if they could save blackberries, they could save peas and tomatoes and sweet-potatoes when the time came for everyone to lend a hand.

In the main, it was town and city people who furnished the necessary labor. Mayor Leon York of Lindale, a village of 820 people, set the pace by getting all the business firms to close on Tuesday and Thursday until the crop was harvested. Tyler, with a wartime population close to 40,000, recruits about 400 volunteer laborers daily; and the city fathers have agreed, "We'll close this town as tight as Dick's hat band any time the situation gets acute enough."

Saying that townspeople, in the main, have done the job should not imply that others haven't contributed. Farm people, whose working hours compare with those of soldiers in combat, have carried on with amazing endurance. And a few migratory workers who follow the harvests have pitched their tents and parked their trailer houses in the hills around Lindale. But where there previously have been 600 of them, this year there are only a third as many.

The man who is a master at obtaining cooperation is hard-working County Agricultural Agent C. R. Heaton. And he has been blessed with wholehearted assistance from his coworkers: Mary Sitton, county home demonstration agent; L. M. Hendley, assistant county agricultural agent; Fay Croslin, assistant county home demonstration agent, and the two Negro county extension agents, B. J. Pryor and Hattie G. Sneed.

Often 75 percent of the volunteers are Negroes, a higher percentage than the Negro population ratio. Mr. Heaton says that's indicative of the fine job done by the county's Negro agents.

When the campaign got under way, the Tyler papers, the Courier-Times and

Morning Telegraph, carried stories daily on the need for farm laborers. The local radio station, KGKB, used a 15-minute Country Gentleman transcription on the labor program once a week. Spot announcements were given at intervals throughout the day. And the cooperative sheriff released a statement that he would arrest for vagrancy any able-bodied persons not at work. The Negro Ministerial Association used its own educational methods with excellent results.

Meanwhile, OCD block leaders in Tyler began a farm labor survey in the city which soon should be of added value in locating and recruiting workers. And Clifford P. Edwards and J. A. Stevens of the USES were showing the ropes to County Agent Heaton.

An individual case of how townspeople have saved the day will illustrate the simplicity and success of the program:

One Saturday in May, Mrs. J. K. Bate-man, wife of a prominent dentist in Tyler, Tex., read in the paper that berry pickers were badly needed. She went to the telephone and offered her services to Mr. Heaton. He assured her that her

services would be welcome and agreed to inform her later where she might go to help.

At the county labor meeting that same afternoon, Mr. Heaton remarked that a prominent Tyler woman had offered her services. Up popped Mrs. C. L. Duncan of the Hopewell community, member of the State Land Use Planning Committee and chairman of the Smith County Home Demonstration Council, and announced that she would like to hire that first volunteer. And, furthermore, she hoped the Tyler woman would bring a couple of carloads of her friends. County Agent Heaton passed the word along.

Three times a week the women came, sometimes one carload of them, sometimes three. They didn't ride the big trucks, as they first had to get their men-folks off to work and a few household duties performed, so often it was 10 o'clock before they reached the fields. It was growing hot by that time, but they didn't complain about the heat, the sand, the wasp stings, or spilled drinking water.

"At first I believed they thought it just a lark," Mrs. Duncan confesses, "but they humbled me. Yes, they crowded us farm folks. We had to hump to keep up with them. Having them on the farm has been one of the richest experiences of my life."

A sociologist might be able to evaluate the program in terms of improved rural-urban relations.

Business closes at 4 o'clock.

In Saline County, Mo., business houses in Marshall have agreed to close at 4 o'clock each afternoon, except Saturday, so that more townspeople will be able to work in the fields after business hours. Several men in the town who are past the age when they can be of much help with the work, have volunteered to provide cars for transporting workers. As the businessmen leave town about 4 in the afternoon and work until 8:30 or 9 o'clock, farmers are arranging to provide sandwiches and milk in the field about 6:30. In that county also, a women's division is being organized. These women will be available for work in the farm home, to assist in the preparation of food for workers, do canning or other work around the house. A merchant's committee is proving helpful in carrying on the campaign for farm workers there.

Rates for machinery use

Many Kentucky farmers are hiring work done by tractors, combines, hay balers, corn pickers, and other equipment for the first time this year. To help owners arrive at rates to charge and to acquaint farmers with usual rates for hiring work done, the experiment station has issued a report on custom rates suggested for farm jobs. Much big machinery is used for such a short time that costs run high. In four of the best Kentucky counties, tractors were found to be used less than 10 days in a season; few were used 100 days. Where two-plow tractors were used 50 days in a year, the cost averaged \$5.10 a day; where used only 17 days, the cost averaged \$9.10. Where tractors were kept going an average of 98 days in a season, the daily cost dropped to \$3.64.

Arkansas moves the crops to market

■ Arkansas' Victory foods have continued to move to market on schedule this summer in spite of the manpower shortage, reports Walter M. Cooper, State supervisor of the Emergency Farm Labor Program.

Food crops that have been harvested on schedule since the organization of the farm labor program include strawberries, peaches, beans, spinach, blackberries, Irish potatoes, tomatoes, and cucumbers.

On a State-wide basis, the labor recruitment and placement program is now functioning through county labor committees, composed of farm men and women representative of the principal farming areas and crops in the county. Activities general throughout the State include the recruitment of workers through county farm labor placement centers, the maximum utilization of all available labor through rapid transfer of workers from farm to farm as jobs are completed, the closing of stores on designated days so that townspeople can assist with crop harvesting during the peak season, house-to-house and farm-to-farm recruiting by block leaders and minutemen, and the cooperation of ministers, school teachers, editors, and theater and radio-station operators in presenting the critical farm labor situation to the public.

The farm-labor-placement personnel of the United States Employment Service is working in accordance with the policies established by county farm labor committees as the result of an agreement between that organization and the Extension Service. In addition, farm labor assistants to county agents have been employed in counties where the labor committees have decided that such help was required.

From Polk County, Kenneth Bates, county agent, reports that farm workers, Boy Scouts, townspeople, women, and high school boys and girls were recruited to assist with the harvesting of 1,750 acres of tame blackberries, 650 acres of green beans, and 1,250 acres of Irish potatoes.

Workers to harvest these three important crops were obtained through an extensive recruiting campaign in which Claude Caldwell, manager of the farm employment office, W. M. Myers, farm labor assistant, ministers, neighborhood leaders, block leaders of Office of Civilian Defense, local editors, and businessmen cooperated.

In rural areas, surplus farm workers were obtained by a house-to-house canvass conducted by neighborhood lead-

ers; while in town, main activities included a canvass by OCD block leaders, an appeal to church members at Sunday school and church by ministers, front-page newspaper stories, a full-page advertisement financed by the businessmen of Mena, and the closing of stores to release employees for farm work. At Wickes and Grannis, located in the critical labor area, stores closed 1 day a week during the harvesting period to release employees for farm work. In Mena, where stores had been closing on Wednesday afternoon to permit employees to work in Victory Gardens, an appeal was made for the employees to do farm work during the 2 or 3 weeks of the peak harvest season.

In addition, 132 Boy Scouts from Texarkana attending a recreation camp in Polk County turned out in full force to help with the harvest. They received the prevailing wages, and arrangements were made to have the time spent credited to their Scout record as emergency Scout work.

Also, Bates said, 100 Mexican workers—regular employees of a Polk County cannery operator—were brought in by this operator from his plantation in Texas to relieve the labor situation.

Labor to harvest beans, tomatoes, potatoes, peaches, and cucumbers in Howard County was obtained through a recruiting campaign, conducted by County

Agent Paul Eddlemon, with the assistance of A. E. Hicks, county farm labor assistant and the county labor committee. The overlapping harvest of the five commodities created an acute labor shortage beginning the second week in June. To meet the situation, a special printed circular announcing the need for workers was distributed throughout the county, and special slides were run in the theaters. A severe crisis developed on Friday, June 11, with farmers reporting a need for 1,000 workers immediately. By Monday, 300 persons had been recruited and placed through the farm-labor-placement center in Nashville, and an additional 100 on Tuesday. A Negro leader whose assistance was obtained also recruited three or four truckloads of Negro workers to assist with the harvest. By Wednesday, the situation was no longer critical. Although the full thousand workers requested were not obtained, the farmers were able to harvest crops on time by making the most efficient use of the labor available. They accomplished this by switching the workers from farm to farm as the harvest progressed.

The cooperation of townspeople, school children, and neighboring farm families with Sevier County's strawberry growers saved the county's berry crop, according to W. B. Denton, county agent. A typical activity of rural local leaders in meeting the labor situation, Denton said, is illustrated by A. Hester of the Avon community. Hester made a house-to-house canvass to urge mem-

A. Hester (standing at right), a volunteer farm-placement representative, calls on the Elbert Cowart family about remaining in the community for the strawberry harvest. He visited nine itinerant families in his community and got them to promise to stay for strawberry picking, even though some of them were getting ready to move on.



bers of the families in his community to remain there to assist with the berry harvest. As a result, nine families with an average of four members each, agreed to assist their neighbors rather than look for work outside the community.

Growers near De Queen were able to get their berry crop harvested because of a recruiting campaign conducted with the cooperation of the school authorities, the local newspaper, the United States Employment Service, and business firms. Front-page appeals and full-page advertisements in the local paper influenced many townspeople to offer their help with the berry harvest. In addition, 125 high school boys and girls were recruited in De Queen through the assistance of the teacher of vocational agriculture, the county agent, and the De Queen School Board. Young people were transported in school busses to the berry fields. Special approval was obtained from the Office of Defense Transportation for use of the busses.

The Pulaski County farm-placement center located in North Little Rock recruited workers for the strawberry harvest in Lonoke and White Counties, in addition to labor for cotton chopping in Pulaski County itself, Stanley D. Carpenter, county agent, reports.

The Pulaski County farm labor program was developed by a county committee composed of eight men and six women. An executive committee, composed of a dairy producer, a cotton grower, a hill-farm operator, and a representative of the county's home demonstration clubs, is serving as an advisory group to meet emergency developments. Working with the advisory group are two Negro leaders, T. W. Coggs, president of Shorter Baptist College in Little Rock, and E. H. Hunter, principal of the North Little Rock Negro High School. These leaders are appealing to their own people to assist with farm production through members of the ministerial alliance in the county. During the critical cotton-chopping season in late June, workers were recruited through the placement center at the rate of 400 a day.



No food goes to waste

Thanks to the splendid cooperation of emergency farm labor offices in counties having surplus labor, none of the fruit and tomatoes in Franklin County, Pa., will go to waste because of lack of harvest hands.

That means approximately 500,000 bushels of peaches, 800,000 bushels of tomatoes, and practically 1 million bushels of apples will have been saved for consumers by local help plus the emergency farm labor recruited in Pennsylvania metropolitan areas.

It had been planned to use the Old Forge CCC Camp with a capacity of 250 and the Mont Alto forestry dormitory with a capacity of 150 to house imported workers beginning August 16. When weather conditions retarded the ripening of peaches, only a small proportion of the originally planned number could be placed. The number was increased as the need developed.

Saving a bumper hay crop

To meet the call for record milk production in the face of a shortage of dairy feed, the farmers of St. Croix County, Wis., have planted record hay crops. But the boys and hired men who used to bring in the hay are at the battle front or working in war industries; 2,000 of them are at the fighting front, so County Agent L. J. Stahler got busy.

Workers had to be found to harvest the hay. In the 12 villages (none over 2,400) 3 men were appointed as leaders, with 8 or 10 captains working under them. Each captain had from 4 to 10 men to help him, and this group visited every home in the county to find out who could work and when.

Harvesttime came around, and they were ready. Baldwin, the county seat, a town of 900 people, sent 80 men into the fields—storekeepers, doctors, feed dealers, hardware merchants, and other businessmen. Other villages each sent from 40 to 60 men. They went to work at noon and worked until dark, which is 9 o'clock in Wisconsin. Another group started work at 3 o'clock and worked until 9. Farm women drove the tractors and hay loaders; town women kept the stores and offices and did the work of the town men while they helped with the haying. Retired farmers living in town came back to boss the job. More than 700 extra laborers worked in the hayfields. The 80,000 acres of hay in the county was saved.

Picking a million bushels of beans

■ The farmers down in Henderson County, N. C., this year heard the Government's call for more food to help win the war. One of the things they grow best is snap beans. Normally, the county grows about 4,000 or 5,000 acres, but when the call went out for more food crops, farmers doubled their plantings to 10,000 acres, reports Glenn D. White, county agent.

Farmers knew when they planted this big crop that they would not be able to harvest it without the help of townspeople and outsiders. By working longer hours, they were able to get the crop planted and cultivated. But when the early crop was ready for picking, about the last of May, the regular farm workers and the transient laborers who normally harvest the bean crop were nowhere to be found.

With 2,000 acres of beans ready for harvest and continued rains slowing up the work, the plight of the farmers soon reached the ears of the city people in

Hendersonville, the county seat. The chamber of commerce, the Rotary, Lions, and Kiwanis Clubs, and other local organizations began campaigning to get city people to the farms to help harvest the bean crop.

Despite the handicaps, however, the early bean crop of 200,000 bushels was saved. The stores in Hendersonville agreed to close two afternoons a week to allow their employees to help pick beans. From this little city of 5,300 people, 700 turned out to pick. Boys and girls from numerous summer camps in the vicinity, as well as tourists, turned from their recreation to help save the bean crop. And people from adjoining counties also came in. It is estimated that about 2,000 people were in the beanfields of Henderson County simultaneously.

Henderson County's million-bushel bean crop in 1943 is giving a big boost to the food-production program.

Southern workers help harvest spring wheat in Midwest

■ More than 3,500 domestic agricultural workers were transported to the Midwest and spring-wheat area in an effort to help meet emergency harvest needs and save vitally important war crops. These workers were recruited in four Southern States with the assistance of county agricultural agents.

In the first 3 weeks in August, 1,650 workers were moved from Arkansas to North Dakota; 1,200 from Oklahoma to Wyoming, Montana, North Dakota and South Dakota, 650 from Mississippi to North Dakota; and 200 from Alabama to Ohio.

Most of these workers helped with the wheat harvest in the spring wheat area. However, those who went to Ohio did general farm work, and some of those who went into Wyoming helped with the haying. Under an agreement between the extension directors of the States involved, the workers were returned to their home States in time to help with the cotton harvest which got well under way in September.

Public Law 45, under which the Government's farm labor program now operates, provides that the county agent must give his consent before a farm

worker may be transported at Government expense to another county or State. This South-to-Midwest movement of farm workers was an excellent example of good cooperation and understanding existing between the various States and is a tribute to the work of county agents.

It was a critical situation that faced North Dakota wheat farmers about the first of August. The State's record crop, one-fifth of the Nation's wheat supply this year, was threatened with loss because of a lack of harvest labor. This need was met partly by bringing workers from Southern States where they were not needed at that time as well as through an all-out local mobilization and the use of some 5,000 soldiers.

Motor clinics

Motor clinics in New York State have worked on 1,100 electric motors from pump houses, homes, and barns, and 4,300 farmers have learned to clean, adjust, and protect electric motors from overload. The clinics are being continued through the fall and winter with the help of a truck equipped for electrical repairs and adjustments.

Women prove their mettle

■ Women and girls went to bat this past summer for the farm crops of Maine. Not only did the home folks go to work in earnest, but girls came from New England colleges and other schools to take their places on the food-production line.

Last year when there was a shortage of farm help Katherine L. Potter organized the WEFS (Women's Emergency Farm Service) which is now a part of the Women's Land Army. This year new recruits joined to cultivate and weed, pick fruit, berries, and vegetables, drive trucks, work in hayfields or dairy barns, or do any of the numerous jobs that go along with summer days on the farm. Some came for the summer and others for only a few weeks.

As the fog blew in from the Atlantic where Quoddy Head stretches into the ocean as the most eastern point in the United States, County Agent Clyde Higgins and I stopped at the Sherwood Prout truck farm in Lubec. Maine's First Lady, Mrs. Sumner Sewall, was there to work with the girls on the truck crops. That morning they had cut lettuce in the fields, washed, iced, packed it, and nailed the crates so that by noon trucks loaded with lettuce were on their way to be in the Boston market by early morning.

Mrs. Sewall, whose mother was Polish and father an English officer stationed in Poland, knows the horrors of an oppressed country, for she lived in Poland during the first World War. As she rose from weeding lettuce in a 7-acre field where about a dozen Smith College girls and 15 local boys were working, she looked out across the fields of beans and potatoes toward the ocean and said, "Because we are lending and helping to feed other countries God has been good and given us a bountiful crop. It would be criminal to let it go to waste. I think it is the duty of all who can, to help save the crops. I feel that I can be more useful on a farm than in a cannery because I fear machinery."

She waved her hand toward the girls. "These girls fear nothing. They are not afraid of hard work or things they may have to do in the effort to win the war. All of us get up at 5:30, and a little later when we are in the truck going to the fields the girls are laughing and singing. And, are they healthy? One slender girl has gained 14 pounds since she came here."

Mr. Prout and his foreman, Leroy Young, said that they were depending on the college girls and a "mosquito" crew of farm workers recruited from youngsters of the neighborhood, to keep

the fields weeded and to harvest the crops from the 40 acres of lettuce; 40, cauliflower; 25, peas; 20, beans; 2, cucumbers; 40, potatoes; and 8 acres of blue Hubbard squash. The previous week he had had 75 on his pay roll, which group included about 25 girls between the ages of 11 and 15. Mr. Prout and Mr. Young agreed that all were doing a marvelous job and that they deserved a lot of credit. They hope that these young people will return next year.

So that farmers may have good certified seed potatoes to plant for their 1944 crop, women and girls in the potato empire of Maine (Aroostook County) have spent many summer days roguing in the fields. Usually boys have done the roguing, but they were greatly needed to take the places of their older brothers to drive the tractors, cultivate and spray potatoes, and to do much of the other heavy work. So the girls pitched in to help wherever they could.

First, they had to learn to identify diseased potato plants so that they could dig them up and destroy them. On the way to a field entered for certification two Easton girls, Virginia Rackliffe and Esther Turner, told me that their high-school agricultural instructor, Kenneth Clark, had classes three evenings at the high school to instruct girls, women, and boys, and then he spent 3 days with

them in the field. After that training, the girls rogued a few rows which Mr. Clark inspected. He also looked at the plants that they had taken up as being diseased. Being satisfied that they "knew their potatoes" he told them to go ahead "on their own."

The girls were dressed in sturdy slacks, heavy shoes, shirts, and broad-brimmed hats, for they worked in all kinds of weather—in the sunshine, wind, and rain. Each had a potato sack slung over her shoulder for the diseased plants. Armed with their short-handled three-tined potato diggers they walked down the rows while carefully looking at each plant.

The rogues were looking for plants having any of four diseases—blackleg, mosaic, leaf-roll, or purple top, as well as any plants that were of a different variety than that planted in the field.

Besides spending 22 days in Easton and Caribou roguing 94 acres of seed potatoes, which passed inspection for certification, the girls helped their fathers in the hayfields, harrowed with the tractor, pulled mustard and other weeds, and did other jobs on the farm. These are only two of the many women and girls who have done their part to insure disease-free seed potatoes for next year's planting.

Among the many women who went from other States to help Maine farmers were two teachers from a private school in Washington, D. C., and a woman from Boston. These 3 worked together for 6 weeks.

Virginia Rackliffe and Esther Turner roguing potatoes in Easton.



Shaking peanuts for a holiday

The three women got up at 4:30, drove the cows into the barn, and milked them with milking machines. After breakfast they cleaned the dairy room and washed the utensils used. They also cleaned the barn from "top to toe," which job took until lunch time. Later they brought the cows in from pasture and did the evening milking.

Although the work was new to them they enjoyed it, loved the people of Maine, and are looking forward to going back next year. Mr. Gould had said that at first he was afraid that women could not do the work as the 26-pound milking machines were so heavy to lift, but when they left to go back to their teaching he was convinced that women have their place on the farm as well as in the farm home.

About 40 girls of high-school age, called the Junior WEFS, lived as a group at a camp in Newport. Each morning at 7 o'clock they went by truck to weed in the fields and harvest the seed for seed and packing companies. They worked until 5 in the afternoon, with time out for eating their box lunches and resting. At the end of the warm days they enjoyed a swim in the lake.

Girls at Camp Tanglewood in Lincolnville, under the supervision of Gladys Russell and counselors, helped materially in harvesting crops. One day in August 112 girls gathered the almost unbelievable quantity of over 2 tons of beans at a farm in Belfast, and the next day 29 completed the work. Some of the girls stayed after the camp officially closed to pick blueberries.

Women, boys, and girls proved their worth on Maine farms throughout the summer. Even as late as the middle of October they braved frosty mornings, the wind, and the cold to help pick up the bumper crop of Aroostock "spuds." Young folks love a race, and were they not in this race with the farmers, the people who had come from Oklahoma, Arkansas, West Virginia, and Kentucky, and the Boy Scouts to beat Old Man Freeze?—Dorothy L. Bigelow, editorial assistant.



A few years ago, Sumter County, Ga., grew about 30,000 acres of peanuts and had plenty of labor at harvesting time for the necessary hand work of picking them up after they had been plowed out, shaking the soil from the peanuts, and stacking them around a pole to await the thresher. This year, in response to wartime needs, Sumter County planted 50,000 acres. About 1,000 boys of the county are in the armed services and that many more in war industries who used to help on the farms.

The farmers with the help of their wives and daughters, handled the preparation of the land, planting, and cultivating all right, but when it came to harvesting and the hand labor necessary in shaking and stacking, the situation looked grave.

County Agent J. K. Luck got busy. With the help of the chamber of commerce, civic clubs, and other groups, a plan was made. The town of Americus announced 4 peanut-shaking holidays on 4 consecutive Wednesdays, when all the stores would close and the storekeepers and clerks would go to the peanut fields.

More than 1,000 townspeople turned out to shake peanuts on that first Wednesday, August 18. The white people and many of the Negroes did not ordinarily do field work, but they stacked about 187 tons of peanuts—11,000 stacks. "At first the farmers were somewhat skeptical of the idea of city folks doing farm work, but after that first day they were thoroughly sold on the idea," reported County Agent Luck, who believed that not an acre of peanuts was lost because of lack of labor.

The "Peanut Shaking Holiday" was responsible for the harvesting of at least one-half of the peanuts in Sumter County.

As one editorial put it, "The Battle for Food was on in Georgia to save the last pound of Spanish peanuts our boys need so badly for oil to grease their rifles, as well as for food in a hundred ways."

Everyone turned out for the peanut-shaking holiday, even Congressman Stephen Pace who worked for several days in Sumter and surrounding counties and was much photographed on the farm of one patriotic farmer who put in 125 extra acres in peanuts.

The second and third "holidays" turned out to be cotton-picking holidays as the need for cotton pickers began to be felt more acutely than the need for peanut stackers. On these days, the townspeople picked about 120 bales of cotton and harvested 60 tons of peanuts on each holiday.

Farm-labor club

The need for emergency farm labor hasn't bothered the residents of the little community of Porters Falls in Wetzel County, W. Va. They have their own way of solving the problem. Employees of the Manufacturers Light & Heat Co. and of the United Gas & Oil Corporation who live in Porters Falls have organized a farm-labor club. On their days off from their regular work, these employees of the two companies spend the time aiding the farmers in the neighborhood in any particular seasonal activity.

Some of the club members have farms or large gardens of their own, so they spend their time off engaging in their own food-production activities.

4-H Club members save beans

Members of the Ranger 4-H Club, Tiverton, R. I., by volunteering for farm labor, saved more than 2 acres of beans. The beans were about to be plowed under for lack of help to harvest them when a group of 4-H members was organized by R. B. Wilson of the farm-labor office and 4-H Club Agent Carl B. Garey. They picked more than 75 bushels of beans in their first 2 days of work. Some of the beans were sold to the Fall River Canning Center, and others went to the wholesale market.

FARM-LABOR PROBLEMS are still occupying a great deal of time in many States. In the country as a whole, October represents one of the peak months in farm labor. A fine spirit of cooperation has been shown by States in recruiting seasonal labor to emergency needs in other States. October records shewed that 14 States had recruited workers whose transportation was paid by the WFA Office of Labor. More than 1,000 Kentucky workers were taken to the Aroostook County, Maine, potato fields and made a fine record for themselves with the Maine farmers. Tribute was paid to this group for their good-neighbor deed by Congressmen from both States when the group returned to their homes by way of Washington, D. C.

ONE AMONG MANY good examples of effective cooperation in harvest-labor emergencies comes from King County, Wash., where 40,003 farm-labor placements had been made up to September 1, with 95 percent of them boys and girls. Three days of rain matured hundreds of acres of beans rapidly; and yet it was so wet that no picking could be done, and the situation was serious. An intensive "save the bean crop" campaign was launched by farm labor committees, civic and service organizations, newspapers, and radio stations. Four thousand bean pickers were recruited. They cleaned up the fields in 3 days, saving virtually all of this essential food crop.

Teamwork saves vital war food crop in Maine

■ Right into the heart of America's great potato land, Aroostook County, Maine, went 1,600 farm workers from Kentucky, Arkansas, Oklahoma, and West Virginia to help harvest the all-time record crop of 71 million bushels of Maine potatoes.

Leaving their own farms during a slack season, these southern workers joined thousands of Maine farm and city workers, 600 Boy Scouts, a few Canadians, 300 Jamaicans, about 700 soldiers, and other helpers to save the bountiful crop of potatoes.

In the spring Maine farmers had responded to their Nation's demands for more potatoes by increasing their acreage by 23 percent to a record of 192,000 acres for the State. This large acreage, coupled with prospects for a record yield and the lateness of maturity, worried the farmers. Killing frosts were 10 days to 2 weeks later than usual, and farmers did not see how they could possibly harvest the "spuds" without more help than they could get at home.

In normal times Aroostook farmers get extra help from other sections of the State and from Canada. With several thousands of Maine workers, including farmers, in the armed services and employed in war industries, a real crisis ex-

isted. When the farm labor committee, Farm Labor Supervisor Smith C. McIntire, and the three Aroostook County agents—Verne C. Beverly, B. M. Jordan, and C. A. Worthley—knew that they had mobilized all the help available in Maine, they figured how many more workers would be needed. They gave this information to the War Food Administration in Washington. Through the Extension Service, county agents in the four southern States recruited workers who were transported to Maine by the Office of Labor of the War Food Administration and placed on Aroostook farms by the county agent's office.

When the job was done, plans were made to return the workers to their home States. About 500 of this number were scheduled to pass through Washington on the return trip. Accordingly, as an expression of gratitude, arrangements were made for them to stop over for several hours at the Nation's Capital on their return trip on October 21, where they saw Congress in session and were congratulated by more than a dozen prominent Senators, Congressmen, and War Food Administration officials.

In a short ceremony on the Capitol steps, Senator Ralph O. Brewster, Senator Wallace H. White, and Congress-

Mrs. Alice Davis, Lovely, Ky., presented a bushel of choice Maine potatoes sent by Governor Sumner Sewall, of Maine, to Judge Marvin Jones, Administrator of the War Food Administration. (Left to right) Senator Alben W. Barkley, of Kentucky; Mrs. Davis; Judge Jones; Senator Wallace H. White and Senator Ralph O. Brewster, of Maine.



man Frank Fellows, of Maine, expressed to the group the profound thanks of the people of Maine for the help given in saving this vital war food crop.

Greeting the group from their home States were Senator Alben W. Barkley, Congressman A. J. May, and Congressman John M. Robison, of Kentucky; Senator Elmer Thomas and Congressman W. E. Disney, of Oklahoma; Senator H. M. Kilgore, of West Virginia; Senator Hattie W. Caraway and Senator John L. McClellan, of Arkansas; and Senator John Thomas from Idaho.

Speaking for the group, Senator Barkley congratulated the workers for the patriotic war job they had done in Maine at a time when work on their own farms was slack.

War Food Administrator Marvin Jones accepted from the group a bushel of potatoes, sent by Governor Sumner Sewall, of Maine, and presented by Mrs. Alice Davis, 71-year-old widow from Lovely, Ky. Judge Jones congratulated the farmers, including the Maine potato growers, for this year's tremendous potato production, and told the southern workers that the way they had helped harvest Maine's bumper potato crop was a splendid example of the kind of teamwork that brings victory. "Nothing is more important than food," he explained. "It is as essential as the air we breathe. Right now, it is more important than ever because it is a weapon of war."

Col. Philip G. Bruton, Director of Labor in the War Food Administration, likened the returning workers' stop-over at the Capitol to a celebration of a victory.

In paying tribute to Mrs. Davis and other southern workers, Senator Brewster said:

"Mrs. Davis truly typifies the spirit of American womanhood in demonstrating her prowess by picking 63 barrels of potatoes in a single day. This was her record. She averaged 55 barrels for every day that she labored to help win the war through a more ample food supply. Mrs. Davis went to Maine with three nephews and three cousins and there found the happy association of service in Maine farm homes.

"Mrs. Davis herself is a farmer and owns and operates a 10-acre farm in the mountains of Kentucky. She is now going back home to dig her own patch of potatoes and harvest her corn and then to plant her winter crop of vetch and clover, which she will have plowed under in the spring as foundation for another crop.

"America may well pause to pay tribute to this personification of American womanhood, as we renew our faith in the ability of our women to carry on for a total victory and a lasting peace."



Marvin Jones, War Food Administrator, thanked the 500 people from Kentucky, Arkansas, Oklahoma, and West Virginia, who attended a ceremonial of appreciation on the Capitol steps, for helping to harvest the potatoes in Maine. Seated at the left of Judge Jones with Congressman Frank Fellows, of Maine, are Roy Garrett, Pine Ridge, Ark.; William Newman, Ceredo, W. Va.; Mrs. Alice Davis, Lovely, Ky.; and Christopher Wiese, Spavinaw, Okla. who were selected as leaders for their States for the return trip.

Not only did the southerners pick potatoes, but some loaded barrels of potatoes onto the trucks in the field. Clifford Shotwell, Versailles, Ky., who loaded potatoes picked up by other workers, loaded 20,800 barrels during his month's work in Maine.

Many entire families were in the group. Among them were Sam Hensley, Warfield, Ky., his wife, and two sons, 14- and 15-year-old 4-H Club boys. During the month they picked enough potatoes to take home \$400 above board and other expenses. Christopher Wiese, Spavinaw, Okla., saved more than 2,000 barrels of potatoes and headed home with \$228 clear.

Some of the men were carpenters and helped build or repair potato storage houses. Potatoes are stored in just about every available place. Lack of storage made it necessary for potatoes to be shipped in bulk to other potato areas for grading. A few potatoes were stored temporarily in pits which were dug in the side of hills through the cooperation of the State Highway Department.

Eager to get back home to do work waiting for them, and tired from their back-bending job of picking up potatoes, the southern workers had the satisfaction of having helped do a vital war job. They had picked many thousands of barrels of potatoes and earned good wages while doing the neighborly thing of helping farmers through a crisis.

Since the Arkansas workers returned, County Agent Kenneth S. Bates, Mena,

Ark., has written to Verne C. Beverly, county agent of Aroostook County, as follows:

"All of the workers from Polk County have returned from your State by now. Without an exception they were all well pleased with the potato-harvest work in your State."

"I have asked a number of the workers as to the amount of money they were able to make in this harvest. They have given me a report ranging from \$150 to \$335 with an average of about \$200 for each individual."

"The workers said that you folks really treated them swell and they were well pleased with the living conditions while in your State."

Among the workers from Canada were 64 students of the Oka Agricultural School and the Oka Veterinary College at Oka, Quebec, who went to Maine under the direction of Dr. Francois Lévesque. These boys, between the ages of 19 and 28, are allowed by the Canadian Selective Service to get their military training at college. The boys were excused from their schools for 2 weeks to help their American neighbors harvest their potato crop.

Of the 620 Boy Scouts who worked in Aroostook the 60 who were housed in the high school building at Fort Fairfield were typical. Their directors, Harold Marland, of a Massachusetts council, and Bertrand Wood of two Connecticut councils, said that they believed that Scouting had "grown up" and that this mass

movement of potato picking was one of the biggest things that had happened in scouting. The boys worked well in Aroostook, picking potatoes. They also joined in such community activities as putting on skits and singing at community sings, singing in the churches, and serving as altar boys. They were invited to a Rotary Club meeting where they talked about Scouting. The Rotarians became "Boy Scouts" for one meeting and learned knot tying and other craftsmanship practiced by the Scouts.

The 620 Boy Scouts worked 19 days in Aroostook and picked 306,459 barrels of potatoes. The high individual record was 1,045 barrels by Fay Fong Yee, a Chinese boy of Gloucester, Mass.

The appreciation that Maine feels for the splendid assistance given is expressed in statements by Extension Director Arthur L. Deering of Maine, and from farmers of Aroostook.

Director Deering said: "Every potato gathered on an Aroostook farm by our neighbors from the Southern States is a potato saved from freezing. Aroostook farmers went ahead and raised the largest potato crop in history as a patriotic duty and then found it impossible to harvest the crop with the depleted local labor supply. This movement of farm labor from one part of the country to another to save a food crop proves what teamwork can do in a great emergency."

Milton Smith, Mapleton, Maine, chairman, Aroostook County U. S. D. A. War Board, and grower-shipper of certified seed potatoes, commented: "I had 10 men from Arkansas and 10 New England Boy Scouts in my picking crew. They did a wonderful job. Help this year from other States saved our potato crop. I believe that we will need pickers from other States next year and would like to speak for workers from Arkansas now."

And, Frank W. Hussey, Presque Isle, president, Aroostook County Farm Bureau, said, "Aroostook farmers are deeply appreciative for the assistance given by our friends from Kentucky, Arkansas, and other Southern States. We planted the largest acreage and have had the largest yield of potatoes in history. Digging was delayed for 2 weeks because the plants were not ripe. Without southern help, we could not have harvested the crop."

By Dorothy L. Bigelow, editorial assistant.

The widow's hay crop

■ Biblical times gave us the story of the widow and her mite, but modern times give us the story of how the county agent's might saved the widow's hay crop.

It was out in Panguitch, Utah, that Joseph Muir, Garfield County agent, learned in September that Widow Alexander, whose husband had died suddenly, had 25 acres of alfalfa hay standing in the field and no one to harvest it. Now Joe's a good Christian as well as a good county agent, so he decided to do something about it.

First, he went to the county attorney who had previously told, in Joe's hearing, a few stories about his hay-loading prowess when he was a younger man. He challenged the attorney to make good his "crack" about his skill, and the challenge was accepted. From the attorney's office, Joe went to the superintendent of schools, the postmaster, representatives of the Farm Security and the Soil Conservation Services, and other friends in

important positions, and told them of Widow Alexander's plight. Joe recruited nine hay hands. The recruits made a game of the hay harvest. The county agent helped to mow and rake the hay; then the nine white-collar boys came in and piled it, and the fun began.

Now members of the hay-pitching crew laugh when they tell of covering up the county attorney on the load and demonstrate the kind of stack Joe Muir made, and guffaw when they reenact the antics of the man who operated the Jackson fork. They all disagree on who did the most work, but agree that the end of the day brought a tired crew to supper; but Widow Alexander's hay was harvested without cost to her. In fact, the spokesman for the Christian gentlemen said to Widow Alexander when she offered to pay them for their labors: "Glad to do it . . . nothing at all . . . go buy yourself a bond."

Potato interests pay tribute

Two statements proposed by the potato industry committee and approved by the Maine U. S. D. A. War Board at a meeting in Bangor, Maine, during the first week of November, commend the railroads of Maine and the Extension Service for assistance given in meeting Maine potato harvest emergencies this fall. On the aid that Extension Service gave to the farm labor needs of Maine, the statement said:

"The potato industry of Maine deeply appreciates the contribution made by the Farm Bureau and Extension Service and allied agencies toward meeting the labor situation this fall.

"Never in the history of the industry were the farmers faced with a more difficult situation in regard to labor. To the day of beginning digging, no man could be sure where his crew was coming from, or at what price.

"The Extension Service came to the rescue in a way that exceeded all expectations. We appreciate their efforts and apologize for the 'cussing' they have taken.

"This meeting wishes, therefore, to recognize their continuing efforts and extend our thanks for their contribution."—*From Fort Fairfield Review, Fort Fairfield, Maine, Nov. 10, 1943.*

Oregon boys and girls harvest for victory

A study made in September of the Victory Farm Volunteers program in Marion County, Oreg., highlights the success of the platoon system. It is the story of a well-planned and well-supervised program for boys and girls who lived at home and worked by the day on nearby farms. Dr. Fred P. Fruthey of the Federal Extension Service, who made the study with members of the Oregon Extension Service, gives us his observations, based on interviews with 73 boys and girls, the farmers employing them and some of the parents.

No food went unharvested because of lack of farm labor this year in Marion County. In this fertile Willamette Valley some 8,000 Victory Farm Volunteers hired out by the day and pitched in to gather in the crops—principally strawberries, raspberries, loganberries, boysenberries, onions, beans, hops, prunes, and nuts. These young workers, half of them boys and half girls, averaged ten 8-hour days of work—in all, 80,000 days spent harvesting foods.

The results have pleased the farmers, the children, their parents, and local authorities. All want the program repeated next year.

Nearly 500 boys and girls worked in platoons averaging about 35 workers. Growers hiring platoons were better satisfied than they were with the work of the independents who did no work in platoons. Some growers felt the platoon workers were even better than the usual adult labor. One platoon harvested 35 tons of cherries and berries. One picked 9 tons of gooseberries in 2 days.

The platoon groups were supervised from the time they left town until their return. Any dissatisfaction of the growers or youth was handled by the platoon leader whose job was to see that the food was harvested and not wasted, and also that the young workers were properly taken care of. The independents had no such influence on their work, and, in some cases, dissatisfaction on the part of both grower and youth was never adjusted. Some boys and girls who worked independently for a while joined the platoon later, and liked it better. The discipline of the platoons seemed too strict at first for some, but they grew to like it.

The platoon groups, of course, had the advantage of care during transportation,



in which safety practices were strictly followed. The grower paid for the transportation which included the licensed driver and liability insurance.

In the platoons, the leaders upheld the wage standards by seeing that the young workers were paid on time. In some cases trouble arose between the independents and the growers, and there was no one to mediate the differences.

The amount the boys and girls earned per day was exceptionally high in comparison with wages earned by workers in other States. One 14-year-old girl earned \$11.90 in one day picking 70 boxes of prunes at 17 cents a box. This was unusual of course, but the average highest amount earned in a day by those interviewed was about \$5.50. It was estimated that the average platoon member earned between \$150 and \$200 during the summer.

Members spent their money for school clothes, bonds, and miscellaneous things they wanted. Many put some away for expenses during the school year.

Parents interviewed were decidedly in favor of the platoon work under its good supervision. They felt that the well-organized work experience helped their children to develop good work habits.

The boys and girls seemed to appreciate the educational advantages of their farming activities: Many mentioned, "Learning to work steady," as being important. Some said they learned, "What farming is like." Others considered their work as a contribution to the war service. Many of them said they valued the new friendships made. Most of them thought the farm work was good for them; it kept them "out of trouble in town."

According to the Salem juvenile officer, juvenile delinquency in that locality was considerably reduced while the urban boys and girls had been working on the farms. His records showed that when the boys and girls were not occupied, the juvenile complaints coming to his office were five or six a day. During the summer when the boys and girls were doing VFV work, only one or two complaints a week came in.

The good cooperation of the Marion County schools in the recruitment and

selection of the Victory Farm Volunteers was an asset to the program, according to J. R. Beck, Oregon farm labor supervisor. The county superintendent of schools sent questionnaires to all schools to register boys and girls for farm work during the summer. The registration lists were turned over to the VFV county assistant farm labor supervisors and the United States Employment Service which was cooperating on the farm labor program.

The platoon leaders were school teachers, who selected the workers from the registration lists and throughout the summer built up a good working platoon.

A significant part of the VFV day-haul program was given to the training of platoon leaders. Eight 2-hour meetings were held every 2 weeks to discuss their job. The first meeting was called at the request of the leaders. Vocational agriculture teachers were present and served as consultants in these discussion meetings. Growers and cannery representatives were also called into the meetings. The aim was to give the leaders a full picture of their job. Leaders were also taken into the fields and worked under the instruction of the farmer. The training given the leaders paid for itself during the summer.

The program, Food for Victory, was taught in the rural and city schools of the county as a part of the social studies or English course in grades 5 to 12. Each pupil was given a copy of the material.

Training at Schools and Farms

After the VFV's were taught in school how to do farm work, they were shown how when they arrived at the farm. The first day on the job, each boy and girl was trained in farming skills by the farmer or platoon leader. After starting work, further instructions were given them by their platoon leader.

The growers who realized that the workers were younger than formerly had more success with the youth labor. The VFV's in platoons were placed on farms where the grower acceptance was good. Those boys and girls working independently, of course, worked on farms of their own choosing.

When working on farms, the children brought their own lunches which they ate in the fields or orchards. Packing a good nutritional lunch for those youngsters was considered from the health angle. Mrs. Mabel C. Mack, of the Oregon Extension staff, prepared a special leaflet for the mothers.

Russel M. Adams, State VFV assistant farm labor supervisor, is preparing a VFV handbook for Oregon from the experiences of this summer and materials used.

